United Nations CEDAW/C/MDA/2-3

Convention on the Elimination of All Forms of Discrimination against Women

Distr.: General
10 November 2004

Original: English

Committee on the Elimination of Discrimination against Women

Consideration of reports submitted by States parties under Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Combined second and third periodic reports of States parties

Moldova*

* The present document is being issued without formal editing.
For the initial report submitted by the Government of the Republic of Moldova, see CEDAW/C/MDA/1, which was considered by the Committee at its twenty-third session.

04-61435 (E) 110305

The Second and Third Periodical Report Presented by the Republic of Moldova under Article 18 of the United Nations Convention on the Elimination of All Forms of Discrimination against Women

Introduction

1. The initial report of the Republic of Moldova developed under Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women (herein after Convention) was presented in October 1998. The report pointed out the transition period of the country towards a democratic society along with political, economic and social changes, which influenced the development of the society including women's activity.

The current reports include information regarding the implementation of the provisions of the Conventions as of October 1998 until present.

2. The delayed presentation of the report as opposed to the schedule set by the High UN Commissioner for human rights is explained by the need to have a more detailed view on the major trends of the institutional and legislative reforms of the human rights generally and women's rights particularly.

3. The present Reports have been developed in accordance with the general provisions of the Article 18 of the Convention regarding templates and content of the periodical reports set by the Committee for elimination of discrimination against women, including other recommendations which were previously adopted by the Committee.

Special attention was given to the recommendations of the Committee based upon the evaluation of the initial report of the Republic of Moldova (See CEDAW/C/MDA/1 and CEDAW/C/SR.478, 479, 484 as of June 21-27, 2000).

4. Following parties participated at the preparation of the Reports: gender focal points within ministries and departments and non government organizations carrying out activities in this area, UNIFEM and UNDP Moldova.

Part One

Overview

A. Demographic situation

5. During the year 2002 no major changes have encountered in the demographic situation in Moldova, with the previous years trends being in place.

As of January 1, 2003 the population of Moldova (areas on the left side of Nistru river and town of Bender were not counted) was of 3617,7 thousand people, of which women - 1884,7 thousand (52.1%), men – 1733,0 thousand (47.9%). This report remains stable in time although it does change within the age categories. Within the category under age 15, male population is predominant; within the category between 16 and 31 years, the discrepancy is not significant; in the age category of over 30, women represent more than 50 per cent of the total population.

Table 1: Number of Population

	1998	1999	2000	2001	2002
Total population, thousands	3652.2	3646.4	3639.0	3630,9	3622,5
Of the total:					
- men, %	47,9	47,9	47,9	47,9	47,9
- women, %	52,1	52,1	52,1	52,1	52,1
Of the total:					
- urban area, %	42,0	42,0	41,6	41,3	41,4
-rural area, %	58,0	58,0	58,4	58,7	58,6

During five years (1998-2002), the number of population in Moldova has been decreasing. It is considered that this phenomenon is due to the reduction of birth rate, amplification of migration and increase of death rate. The decrease in population is accompanied by its aging.

The number of live newborns in 2002 was 35,7 thousand, which is by 5627 children less than in 1998; the birth rate was 9,9 alive newborns per 1000 inhabitants. The level of birthrate in rural areas is higher than in urban areas, 10.8 per cent and 8.5 per cent respectively.

While the total number of newborns is decreasing, the number of extramarital newborns continues to grow. 8192 extramarital children were born in 2002 (22.9 per cent of the total newborns, 17.5 per cent in 1998).

6. 21,7 thousand civil marriages were registered in 2002, the marriage rate constituted 6.0 marriages per 1000 inhabitants (the level of 1998).

Most individuals married in 2002 are within the age group of 20-24 (44.1 per cent-men and 45.6 per cent- women).In 2002 the number of officially pronounced divorces was of 12.7 thousand, by 25% higher than in 1998.

7. 41.9 thousand people died in 2002, which is by 4,4 per cent higher than in the previous year, with the mortality rate of 11,6 deceased per 1000 inhabitants. There continues to be a gap between the general mortality rates in areas; thus in urban areas 8,8 deceased were registered per 100 inhabitants (8,6 in 1998), where as in rural area the number was 13,5 per 1000 inhabitants (12,6 in 1998).

The structure of mortality based on death causes for the past five years reveals that most deaths (52,2%) were caused by diseases related to circulatory system, followed by tumors (11,6%), breathing apparatus diseases (6,2%).

Table 2: Demographic Indicators

Indicators	1998	1999	2000	2001	2002
Live newborns, thousands	41,3	38,5	36,9	36,5	35,7
Deceased, thousands	39,9	41,3	41,2	40,1	41,9
Natural increase, thousands	1,4	-2,8	-4,3	-3,6	-6,2
Birthrate, (%)	11,3	10,6	10,2	10,0	9,9
Mortality rate, (%)	10,9	11,3	11,3	11,0	11,6
Natural increase, (%)	0,4	-0,7	-1,1	-1,0	-1,7
Maternal mortality, (per 1000 births)	36,3	28,6	27,1	43,9	33,4
Fertility rate, (births per woman)	1,49	1,37	1,29	1,25	1,21

B. Economic situation

8. Over ten years ago, the Republic of Moldova started to face the transition from a centrally planned to a market economy. The transition period has been marked by several dramatic factors such as the territorial division of the country, long-lasting economic crisis and a significant imbalance in the income levels of population.

The economic policy promoted at all levels of activities aimed at maintaining social-economic stability, continuing reforms and revival of the economy, expanding private sector and reorganizing enterprises, consolidating discipline and reducing the debt on salaries and pensions, as well as insuring social protection.

The economic growth was reestablished when the economic decline during the transition period was stopped. The first boost was registered in 1997, when GDP increased by 1.6%. As a result of the economic crisis in Russia, the following two years indicated a decrease of GDP. Finally in 2000-2002 Moldova has managed to strengthen its economy. Thus, in 2000 the increase of real GDP was of 2.1%, and 6.1% - in 2001. The year 2001 registered an economic growth of 7.2%, therefore representing the third consecutive year of economic growth.

Presently, the private sector comprises over 70% of the GDP, with more than 75% of the total employed labor in the economy.

Table 3: Main Macroeconomic Indicators

	1998	1999	2000	2001	2002
GDP (current prices), thousand MDL	9122,0	12321,6	16019,6	19051,5	22040,4
GDP per capita (current prices), MDL	2497,8	3379,5	4402,2	5246,9	6091,0
Real GDP growth, (%)	-6,5	-3,4	+2,1	+6,1	+7,2
GDP (current prices), mill. US$	1698,7	1171,3	1285,6	1478,1	1623,8
GDP per capita (current prices), US$	464,9	321,3	354,1	407,8	448,8
Exchange rate average, (MDL/US$)	5,3726	10,5242	12,4334	12,8668	13,5730

9. Although some positive indicators have been registered, there are still several problems on the way to achieving the proposed economic growth. During the transition period, the living standards of the populations dropped down dramatically. Even though few macro-economic indicators of the Republic of Moldova were improved in 2000-2001, income levels per individual are still among the lowest in Europe. Social and living standard ratios have the lowest value as compared to other countries facing a transition period. In Moldova, the income per individual is even lower than in all CIS countries and considerably lower than in Central and Eastern European countries.

Table 4: Main Social Economic Indicators of Population Incomes and Living Standards

	1998	1999	2000	2001	2002
Nominal average wages per employee in economy, (MDL)	250.4	304.6	407.9	543.7	691.9
Available income (monthly average per capita), MDL	117.8	133.4	185.8	241.0	321.6
Ratio of salary to the total available income, (%)	34.7	35.4	37.3	37.8	37.0
Minimum consumption budget per capita (per month), MDL	473.0	661.8	944.8	1,052.8	1,137.4
Minimum cost of living (per month), MDL	-	-	-	468.7	538.4
Ratio of some indicators to the minimum cost of living:					
Available income, (%)	-	-	-	51.4	59.7
Average monthly wage, (%)	-	-	-	116.0	128.5
Average monthly pension, (%)	-	-	-	29.0	29.0
Income concentration coefficient (Gini)	0.443	0.436	0.419	0.428	0.421

Although the average available income per family member constituted 321,6 lei in 2002, by 33,4% more compared to the previous 2001, this sum covers only 59 per cent of the minimum living standard.

Throughout the transition period inequality has significantly worsened. Gini coefficient went from 0,2 before the transition to 0,4. In 2002, inequality was slightly attenuated reaching 0,421 as compared to 0,443 in 1998.

The proportion of disfavored population constituted 69,5%. Of the total disfavored population preponderant are individuals of 35-54 years comprising 28.2% and of over 60 years – 22.9%. From a gender prospective women are preponderant – 55,1%.

10. During the period 1997-2000 expenses for the social sector were lowered. In 2001, 4.8% of the GDP was allocated to the education sector. If considering that in 1996 costs for education constituted 10.3%, the significant cost reduction becomes obvious. Dynamics of public expenses for welfare is similar to the education sector. If in 1997 6.0% of GDP was spent on welfare, in 2000 this figure represented only 3.0%. It is important to notify that in 2002 state allocations to the social sector have increased.

Table 5: The Consolidated Budget for Financing the Social Sector

	1998	1999	2000	2001	2002
Proportion of expenses, (%)					
Education	21.4	16.8	16.7	21.3	23.5
Health care	13.1	10.4	11.0	12.5	15.0
Social protection	12.1	13.6	14.3	11.6	12.2
Social sector, total	46.6	40.8	42.0	45.4	50.7
Proportion of expenses in GDP, (%)					
Total	32.9	27.8	26.8	22.8	23.9
Education	7.0	4.7	4.5	4.8	5.6
Health care	4.3	2.9	2.9	2.8	3.6
Social protection	4.0	3.8	3.8	2.6	2.9
Social sector, total	15.3	11.4	11.2	10.2	12.1

11. As of January 1, 2003 an approximate number of 24 thousands of registered unemployed were looking for jobs, with every fifth of them being laid off from economic units. Of the total unemployed, 51 per cent are women. Each seventh registered unemployed individual is granted unemployment compensation. The proportion of unemployed persons to available jobs was approximately 11 to 1.

12. Given the economic situation and the number of social issues to be solved, the State undertook concrete measures that somewhat improved the social protection of some categories of population. The social protection system provides the population with low-income levels with nominative compensations for utilities, including one-time compensations for the heating

season. Also, there has been in increase in the amount of financial assistance provided for families with children, disabled persons, and families taking care of people with handicap.

To solve the poverty problem, which has been tremendously aggravating lately, the Government of the Republic of Moldova, with assistance from international organizations, has initiated the development of the Strategy for economic growth and poverty alleviation. The main objectives are to thoroughly analyze the poverty problem, determine goals to lessen the scourge, and develop programs and policies for achieving these objectives.

C. Dynamics of Implementation of the National Mechanism for Woman's Advancement

13. Gender equality is a crucial component in a democratic society, and is directly related to the issue of human rights.

The government of the Republic of Moldova undertook a set of measures to support gender equality in the country after the Beijing Conference in 1995. One of these measures was to enforce a national mechanism which guarantied implication of women in leadership and decision making process. Due to efforts from governmental and non-governmental parties, the issue of gender equality has been improved. Achievements were made particularly with setting a national institutional frame.

At the national level, following the Beijing Conference, the state system for supporting and advancing women had the following components:

- The Committee for women and family problem with the President of the Republic of Moldova, created in 1999, which activated until January 2001 only;
- Subcommittee for equal opportunities within the parliamentary Commission for human rights, cults, ethnic minorities and foreign communities was created in 1998. The subcommittee has activated until December 2000;
- The governmental Committee for women issues started its activity in February 1999;
- Operating divisions within the Ministry of Labor and Social Protection which are as follows:

  The Division for social insurance, pensions and family protection, set up in 1994-1998;

  The Division for family protection, 1998-1999;

  The Division for family policies and equal opportunities, 1999-2001.
- Gender focal points within all ministries and departments, 1999.
- Local Committees on Women Issues were operating at local level.
- Experts in the area of equal opportunities issues in regions, including 5 Regional Gender Centers, 2001-2003.

The national mechanism, supported by UNDP projects "Gender in Development" and "Leadership Programme", aimed at assuring gender equality, solving the entire range of gender issues within the Moldovan society, as well as improving woman's real role within the society and her social status.

Instability in the implementation of national mechanisms along with the failure of the previous governments to meet their obligations caused the lack of continuity in carrying out the gender policy, so that some of the links within this mechanism ceased to exist.

14. However, all efforts made to strengthen the state system in assuring equal rights and opportunities for women, as well as eliminating discrimination at all levels have had positive results. Starting with the year 1999 until present, a Committee for women issues activates at the national level with the Government of the Republic of Moldova; it is an advisory and coordinating body set up to develop strategic and organizational framework, tools and mechanisms for influencing and implementing state policy in order to assure equal rights and opportunities for women and men. Major tasks of the Committee are gender mainstreaming and promotion of equal opportunities for women and men at all levels, improvement of women's situation in all sectors of the social life and providing of an equal to men social, economic and political status, both de jure and de facto, by coordinating the activity of central and local public authorities regarding the issue of reference and by coordinating the collaboration with governmental and non-governmental organizations. Following are part of the committee: deputy ministries within resort ministries, representatives of the State Office, National Employers Confederation, General Federation of Trade Units, Academy of Public Administration with the Government of the Republic of Moldova, the Academy of Economic Studies, non-profit organizations conducting activities in the area concerned, etc.

The committee is run by the deputy ministry for social matters. Its meetings are held with the participation of NGO's representatives and gender units within the central public administration.

In March 1999, the Division for family policies and equal opportunities within the Ministry of Labor, Social Protection and Family was formed; its activity aimed at elaborating family policies and improving women's statute by promoting and implementing the principle of equal opportunities for women and men. With the reform of the administrative system, the ministry organizational structure has been modified and starting in 2001 all matters were taken over by the Department for equal opportunities and family policy. At the central level, the institutional governmental capacity has been developed through the establishment of the Department for social assistance with the Division for equal opportunities in its subordination. In February 2001, groups of specialists in equal opportunities within the territorial structures of the Ministry of Labor and social Protection were created. As a result of the recent territorial-administrative reform, starting with June 2003 (Law No. 764-XV of December 27, 2001 on territorial administrative organization in the Republic of Moldova and following the local elections in May 25, 2003) the teams of specialists in equal opportunities have been numerically reduced. Currently, efforts are made to reestablish these groups. Given the new system' structure and following the administrative-territorial reform, the Division for equal opportunities within the Department for social assistance was reorganized as well. Presently, the main Division for equal opportunities and problems of families with children activates within the Department and is responsible for implementing the policy in gender equality.

Gender focal persons were appointed within ministries and departments (the Decision of the Committee on Women Issues No. 1 of April 21, 1999). These persons were responsible for overseeing and coordinating the implementation of the equal opportunity principal. In order to legalize the activities of these persons, in March 2002, the Committee on Women Issues held a meeting where it approved the statute of gender focal points within specialized central public administration bodies. The statute determines the role and place of these specialists within the structures, and their main purpose is to develop a strategy for monitoring and coordinating the implementation of the equal opportunity principle in the activity.

At the local level, 5 of 41 raions have gender centers opened by the Ministry of Labor and Social Protection within "Gender, leadership and networking" program, and assisted by the Swedish Government (SIDA). The overall objective is to disseminate and implement the concept of gender equality, as well as to ensure equal opportunities for women and men at the local level. Additional five Regional Gender Centers are planned for opening in the nearest future.

Part two

Article 2

15. The legislation of the Republic of Moldova does not make any discriminatory provisions for woman, she is equal before law with no discrimination, possessing equal rights and freedoms in economic, social, political, civil and cultural spheres.

Article 16 (2) of the Constitution declares that 'all the citizens of the Republic of Moldova are equal before the law and public authorities, irrespective of their race, nationality, ethnical origin, language, religion, sex, opinion, political views, property or social origin'.

This principal is also referred to in article 43 of the Constitution with regard to the right to work: ' Any person has the right to work and to free choice of work on equitable and satisfactory working terms, as well as to protection against unemployment. Employees have the right to work protection measures. These measures comprise work security and hygiene, a working schedule for women and young people, minimum wages per economy, weekly non working days, paid leaves, provisions for working in difficult hazardous conditions and other specific situations.

The constitutional right to social assistance and protection called for in article 47 stipulates that any person has the right to decent living to ensure family health and welfare.

The Constitution of the Republic of Moldova guaranties through article 28 respect for family life: 'The State respects and protects intimate, family and private life'.

Article 48 of the Constitution stipulates that the family is created through free marriage between a woman and a man and is based on equality between the man and the woman. Articles 49 and 50 have special provisions for protection of motherhood, children and youth.

Article 49: 'The State facilitates the creation of family and fulfillment of its obligations through economic or other measures. The State protects motherhood, children and youth by stimulating the development of necessary institutions'.

Article 50: 'The mother and her child have the right to special aid and protection. All children including those born with single mothers are entitled to social protection (...)'.

The rights to elect and be elected and the participation in managing state public matters provided for in articles 38 and 39 of the Constitution are also reflected in Article 9 of the Law on political parties and other social-political organizations (No. 718-XII/1999):'Parties and other social-political organizations will promote the principal of gender equality between women and men at all levels of the decision making structures'.

16. Articles 164 and 165 of the new Penal Code stipulate that the kidnapping and trafficking of a pregnant woman are stated as aggravating circumstances.

The provisions of the new Penal Code have a major importance in terms of gender issues and prohibit non-refundable work for the community by pregnant women, women with children of less than 8 (Art 67 (4)). Under article 68 (3), it is prohibited to take in custody pregnant women and women with children of less than 8. For mother and child protection the provisions of the Article 71 (3) prohibit life detention for women.

17. The national legal frame is generally in agreement with the international gender requirements, but the legal mechanism to protect women against discrimination is not yet defined. Normative and practical aspects are still incomplete with respect to implementation of requirements and creation of a legal mechanism to hold responsibility.

Despite the fact that the Law on political parties and other social-political organizations requires promotion of gender equality, presently there is no mechanism that requires accountability for violating or enforcing this requirement. Law provisions have a declamatory character but they also should mediate gender policy.

Certain provisions of the new Law on local public administration from 2003 represent another negative aspect of restricting gender equality. These provisions do not include in the jurisdiction of public authority assurance of equal opportunities for men and women as it was stipulated in the previous Law on local public administration from 1998.

18. Another important normative act for promoting and assuring equal opportunities for women and men and for protecting rights of family and children is the National Action Plan for human rights aimed at ensuring economic, cultural and social rights of citizens of the Republic of Moldova. Actions stipulated in the plan represent a modern expression of the principle of non-discrimination and equality and have a deontological prospective on the relationship between men and women in social environment. This plan defines moral and political obligations to many public structures and constitutes a satisfactory legal procedure to consolidate all needed mechanisms that will ensure compliance with human rights and fundamental freedoms.

Article 3

19. In order to ensure multilateral and rapid implementation of the objectives of the Action Platform of the Women World Conference (Beijing, 1995), in 1998 the Government of the Republic of Moldova has approved the primordial Action plan regarding the improvement of woman's situation and increase of her social role. The objective of the action plan was promotion of a policy to ensure and guarantee equality among all members of the society.

20. To cover a larger area in implementing the principal of gender equality in all spheres of public and private life, the Government of the Republic of Moldova has approved the National Plan "Promotion of gender equality in society for the period 2003-2005". Gender units within central public administration along with non-governmental organizations involved in gender activities made their contribution to the development of the document. The elaboration of the National Plan became possible owing to support rendered by Leadership Programme, UNDP Moldova. The plan reflects the fulfillment of obligations assumed by our country by ratifying several international tools in equal opportunities. The designated plan is a document, which identifies actions to be taken by all parties responsible for its fulfillment.

The goals are to implement gender equality prospective and a democratic /equitable weight of women in all aspects of life, at the same time offering a possibility to build a dialog between decision making factors and social partners to adopt necessary measures for application of gender equality principle.

Top priority objectives of the National Plan are: to increase employment and promote gender equality concept on the labor market, to eliminate gender human discrimination from the job market; raise awareness among public opinion with respect to gender issues, to educate population with regard to gender equality, develop a legal frame and a social service system in gender equality, health and maternity protection, prevention and exclusion of violence against women, men and children. The plan allows participation of all decision making bodies to minimize and eliminate discrepancies between real opportunities of men and women in our society as well as their adequate involvement in overcoming the transition period.

21. Taking into consideration recommendations made by the Committee for elimination of discrimination against woman, the Government of the Republic of Moldova has accepted the development of a legal frame on equal opportunities as an immediate priority; this legal frame aims at providing equal social environment for women's advancement by giving up all prejudices. At the moment the country is aware of the need to develop and adopt a special law on equal opportunities. Therefore, in May of 2003, with assistance from UNIFEM (the United Nation Women Fund), the Ministry of Labor and Social Protection launched the program 'Promoting equal rights and opportunities in Moldova through the support of legislation on gender equality and strengthening the mechanism of implementation of the law'. During the first phase of implementation, the program coordinating Committee has already performed gender expertise of the national legislation. Currently the work on drafting the new legislation is started.

22. To harmonize the legislation in force with the revised provisions of the European Social Card, an internal action plan has been developed. To perform the plan the Concept regarding orientation, professional training of human resources has been developed and adopted. Basic objectives of the Concept reflect the political will of the Government to modify the legislation on professional training at all levels, to assure equal opportunities for women and men, based on their aptitudes and skills, assuring equal opportunities in economy and society, as well as to break the traditional view of the role of woman and man in family, society and professional life.

Article 4

23 Protection of maternity represents a main objective of the Government activity. During the timeframe covered by the new Labor Code, enforced on October 1st, 2003 specific privileges for maternity protection were included. Article 124 'Maternity leave and partially paid leave for child care' stipulates that employed women and trainees as well as spouses supported by employed husbands are granted maternity leave, which includes antenatal leave of 70 calendar days and postnatal leave of 56 calendar days (70 days are provided for the case of birth complications or birth of duplex or more children) receiving compensations for the period as stipulated in article 123, chapter (2).

After expiration of maternal leave mothers are granted with leave to take care of a child until the age of three years, compensation for the leave being paid off the state social insurance budget.

This leave can be used integrally or partially, at any time, until the child is less that 3, and it is comprised in the employment history, including specialized employment history.

The father, grandmother, grandfather or other relatives who take care of the child can also use partially paid leave (art. 124, chapter 4).

In addition to maternity leave and partially paid leave for care of child up to three years old, the mother or any other person mentioned in art. 124, chapter 4, is granted additional leave, without preserving her salary, to care for a child from 3 up to 6 years old, and her position being preserved during the leave – Art. 126, Labor Code.

During additional unpaid leave to care for a child, the mother or any person taking care of the child is entitled to work part time or at home.

The period of unpaid additional leave is included in the working history, including specialized working history, if individual working contract has not been suspended at the employee's initiative.

At the same time, provisions are made in article 108 for women involved in working activities with children of less than 3 years old. They are eligible for lunch breaks and child nursing breaks. Nursing breaks shall have a frequency of at least once in 3 hours, with a minimum length of 30 minutes each. Breaks are included in working hours and are paid based on average wages. Subsequently, chapter 4 of the above mentioned article stipulates that one of the parents (guardian, trustee) educating a disabled child is entitled to one additional day off per month upon written request, preserving the average salary on the employer's account.

Article 5

24. According to local traditions grounded on men's superiority to women, the woman is placed on more inferior positions than men from social and family prospective. This concept however is not very strong and has a rather general character. Women involved in professional activity continue to carry double loads, having the obligation to financially support their families to do housework, and to take care and educate their children.

The provisions of the Family Code approved by Law No. 1316 of October 26 2000, stipulate equal responsibilities for parents to educate their children during marriage and in case of divorce.

At the same time, national legislation stipulates that in case of divorce the court establishes which of the parents will obtain custody of children after divorce. However, legal practice of the Republic of Moldova certifies that in most cases the court give custody to the mother after the divorce is pronounced. Consequently, most mono parental families consist of women (92, 4% for the year 1999).

25. At present the raw partnership model is reflected in State gender policies. Thus, to exclude gender stereotypes and to educate the population in gender equality between women and men, the education system has included "gender education" subject at all stages. Following subjects are part of pre - university education and are included in school curricula: technical education, sports, optional lecture on 'Education for family life' (X-XII grades), lecture on 'Health education', educational class course, and 'Civic education' course (V to IX th grades of gymnasium education), as well as courses related to education of boys and girls. Pre-university programs include compulsory course on 'Civic education' (one hour per week), optional course on 'Education for family life' (one hour per week, X-XII grades), curricula 'Educational class' (one hour per week, I-XII grades). Curricula in educational secondary professional institutions also included a set of compulsory and optional lectures such as 'Education for family life', 'Ethical and spiritual education', 'Education of communication skills', 'Psychology basics and professional ethics', 'Psychology', 'Law and us', all of which reflect aspects of education for family life, raw models for social and cultural behaviors of men and women.

Beginning with 2002 in one Moldovan region a joint Moldovan-American program for polyvalent professional schools has been started having the 'Health education' course included, designed to deepen knowledge and skills in sanitary hygiene, and to get students acquainted with basic elements for men-women conflict solution.

Starting in September 1999 the curriculum of the State University of Moldova has included "Gender and Education" lecture for PHD in Psychology and Pedagogy. Elements of gender education have also been included in the following university lectures: 'Family Psycho-pedagogy', 'Sexology and Sexual Education', 'General Pedagogy' (State University of Moldova), 'Gender Psychology' (International University of Moldova), 'Health Education' (Technical University of Moldova). Disciplinary curriculum was developed by specialists form the Gender Center, with assistance from Soros Foundation.

26. It is important to stress out that stereotype attitudes are persisting in some educational institutions, such as the Military Institute and the Police Academy. During registration for the period 2003-2004, the Military Institute and the Police Academy have registered men only, despite hundreds of girls calling the Ministry of Education.

To solve the problem, the Ministry could not change the situation, due to the fact that registration schedules are developed by resort ministries and the above mentioned institutions are in their subordination. As an explanation of the confused situation in registering girls officials invoked lack of specific provisions allowing girls to study at these institutions.

27. Due to demographic preponderance, women represent an important segment within active population, with a long-standing tradition in their professional training.

Certain activities are considered to be specific for women or men.

Thus, distribution of employed population by social-economic activities brings up significant sex disparities. During the period 1998 - 2001 fields which involved women mainly staid the same. In the beginning of 2002 the situation is as follows: in education the proportion of women to men constitutes 77,5% and in health and social assistance – 79,9%. At the same time, there is a high level of underemployment of women comparing to men. For example, in constructions the proportion constitutes 14.7%, in industry – 44.7% and in transportation, storage and communication – 25,3% respectively.

Table 6: Employed Population Divided by Sex and Activities within National Economy

Activities within national economy	Total occupied population		Total, men	Total, women
Agriculture and forestry	1999	100,0	51,2	48,8
	2000	100,0	50,4	49,6
	2001	100,0	49,8	50,2
	2002	100,0	49,6	45,3
Processing industry	1999	100,0	54,7	45,3
	2000	100,0	56,9	43,1
	2001	100,0	56,7	43,3
	2002	100,0	55,3	44,7
Constructions	1999	100,0	83,8	16,2
	2000	100,0	84,8	15,2
	2001	100,0	85,5	14,5
	2002	100,0	85,3	14,7
Wholesale and retail sale	1999	100,0	43,2	56,8
	2000	100,0	44,3	55,7
	2001	100,0	44,2	55,8
	2002	100,0	43,7	56,3
Hotel and restaurants	1999	100,0	23,9	76,1
	2000	100,0	23,1	76,9
	2001	100,0	21,8	78,2
	2002	100,0	23,3	76,7
Transport, storage and communications	1999	100,0	75,8	24,2
	2000	100,0	75,2	24,8
	2001	100,0	75,9	24,1
	2002	100,0	74,7	25,3
Financial activities	1999	100,0	43,1	56,9

	2000	100,0	42,7	57,3
	2001	100,0	34,8	65,2
	2002	100,0	33,2	66,8
Education	1999	100,0	21,3	78,7
	2000	100,0	21,4	78,6
	2001	100,0	22,0	78,0
	2002	100,0	22,5	77,5
Health and social assistance	1999	100,0	20,0	80,0
	2000	100,0	19,2	80,8
	2001	100,0	21,0	79,0
	2002	100,0	20,1	79,9
Other activities	1999	100,0	58,0	42,0
	2000	100,0	57,8	42,2
	2001	100,0	57,9	42,2
	2002	100,0	56,8	43,2

28. Domestic and social violence directed against woman constitutes violation of woman's human rights stipulated by both international and national legislative conventions.

Despite all efforts made, it is a persisting phenomena, which is aggravated by social-economic problems. A very difficult task is to keep domestic violence under control, because often, resort bodies get involved only in cases with severe consequences, others being categorized as ordinary domestic conflicts.

Data on family offences committed during 2002 shows that, as a result of family conflicts, 105 offences were committed (71 in 12 months of 2001), including 71 deliberate murders and 34 cases of severe body injuries, with 34 more homicides as compared to the similar period of the previous year.

Table 7: Murders and Body Injuries

Subdivision	12 months 2001	12 months 2002	12 months 2001	12 months 2002	State of inebriation	Pers	Between spouses	Between concubines	Parents vs children	Children vs parents
IP Chişinău	5	16	9	9	14	3	6	9	1	6
IPJ Chişinău	5	11	4	7	8	1	7	7	2	1
IPJ Soroca	1	2	0	0	2	0	1	1	0	0
IPJ Cahul	9	5	7	4	4	1	2	2	1	2
CPJ Taraclia	0	0	0	0	0	0	0	0	0	0
IPJ Orhei	3	1	4	3	2	1	1	0	1	0
IPJ Bălţi	2	13	2	1	10	0	7	7	0	4
IPJ Tighina	0	7	0	3	5	2	2	2	0	1
IPJ Edineţ	5	5	0	2	2	0	4	1	1	0
IPJ Ungheni	5	3	3	1	4	0	3	1	1	1
IPJ Lăpuşna	2	4	3	2	5	0	3	0	0	3
DAI Găgăuz	0	4	2	2	4	0	1	1	0	3
R. Moldova	37	71	34	34	60	8	37	31	7	21

Motives and circumstances for committing such crimes include a wide range of general aspects such as unsteady social-economic climate, reduction of education system, etc. Vulnerable families, persons with predisposition to sexual abuse or rape are registered with police and are provided prophylactic services such as prophylactic counseling and home visits.

In order to identify and respond to child and women abuse, resort institution verify information from medical institutions regarding medical care of abused citizens, information from mass- media and dispensaries for drug users. Measures are taken in accordance with penal or administrative legislation following determination of circumstances and motives. For initiating quarrels and domestic violence, causing body injuries offenders are subject to administrative penalty and receive prophylactic assistance from police authorities.

Power structure does not comprise a subdivision specialized in counteracting violence against woman.

To counteract dissemination of movies, magazines or any other publications containing pornography and violence, police authorities verify the activity of economic agents, persons, and movie theaters. Based on assessment performed by the State Agency for Protection of Morality guilty parties are subject to administrative penalty.

Victims who have suffered from violence, trafficking, rapes are provided specialized counseling and medical assistance and services offered by anonymous psychotherapeutic cabinets.

To counteract child sexual abuse collaboration is continued with the Center for Human Rights, the Center for Diagnosis and Rehabilitation of Children, the National Center for Assistance of Minors, municipal departments for protection of children's rights, rehabilitation and family assistance, 'Save the children' organization.

By posting domestic violence as one of the most stringent problems which affect physical, moral and psychological conditions of a person, the Government undertook concrete measures in order to reduce the phenomena.

One of the top priority objectives of the National Plan "Promotion of Human Gender Equality in Society" for the period 2003-2005 refers to preventing and excluding domestic violence. To achieve these objectives pre university system includes hours dedicated to domestic violence as part of lecture on Education for Family Life; extracurricular activities comprise gatherings held with specialists in medicine and law advisory, educational class hours, and discussions of subject matters. Also, university and pre university curriculums of educational institutions include series of lectures on domestic violence, conducted by Gender Centers specialists. Police personnel are also benefiting from training in Primary Intervention in case of domestic violence. Specialists in equal opportunities from territorial structures of the Ministry of Labor and Social Protection have been delegated special responsibilities in assisting victims of domestic violence, and couple counseling in case of domestic violence.

Violence issue was brought to discussion at the meeting of the Committee on Women's Issues held in March 2002. Subsequently, resort ministries and public administration bodies have been given the task to undertake concrete steps in counteracting the phenomena.

Assistance and protection of victims of domestic violence is performed in cooperation with civil society.

In April and May, 2002 MMPS has conducted a seminar on Prevention of domestic violence, in collaboration with the non-governmental organization "Civic Initiative" and with participation of specialists in gender equality. On January 31, 2003 the informational Conference on "Violence though gender prospective" was held in collaboration with SUM Gender-Center. The objective of the conference was to inform chiefs of social assistance departments on gender equality aspects and to realistically assess the existing issues.

During 2002 154 victims of domestic violence have been provided social assistance from social assistance departments within territory.

In the republic there are two daycare centers (in Balti and Hancesti) for women-victims of domestic violence.

The problem of domestic violence was addressed not only by providing assistance and protecting victims. Governmental institutions in cooperation with non-governmental organizations have also set preventive measures related to counteracting violence through raising awareness and motivation in society with a view to prevent and counteract all forms of violence. Local and national newspapers published articles, information was disseminated through broadcasting.

Between October 25, 2001 and January 31, 2003 United Nations Women's Fund initiated a countrywide Informational Campaign on Life without violence.

The basic idea of the Campaign was to prevent and counteract domestic violence. The major objective of this campaign was to raise awareness among population on economic and psychosocial repercussions of violence, as well as to approach domestic violence as encroachment upon human rights.

The National Working Group coordinating the implementation of the Campaign's program included officials from ministries. NGO Gender Center was proposed for program implementation.

As part of the Regional Information campaign on 'Life without violence' series of activities were held such as drawing contests, seminars, educational activities, studies, broadcastings, etc. Based on the general program of the campaign, MLSP together with its subdivisions within territories developed a program aimed at increasing public awareness with respect to this problem.

During 2000-2003, between November 25 and December 10, World campaign "16 days of action against violence against women" was conducted countrywide, with active participation of state bodies and non-governmental organizations. In December 2003 as part of MLSP Campaign in collaboration with the local NGO Gender Center, Ministry of Internal Affairs, Ministry of Education, assisted by Soros Foundation, have organized the National Conference on "Domestic Violence: facts and prevention strategies". Local specialists attended the Conference.

The Penal Code ratified by the Parliament of the Republic of Moldova (No. 985-XV of April 18 2002) included a series of modifications aimed at protecting the social values against offences arisen from sexual and domestic violence. Thus, stipulations were included with regard to new aggravating circumstances for severe physical or health damage committed against husband (wife) or any close relative (article 151 paragraph 2 (a)), against minor (b), with punishment by deprivation of liberty from 6 to 12 years. At the same time under paragraph 2 (c) of article 152 for average physical or health harm to husband (wife) or any close relative, a deprivation of liberty from 3 to 7 years is provided. Provisions of article 153 'Deliberate small physical or health damage' were initially included in the Code on administrative infringement. Following the adoption of Penal Code this component related to offence is part of penal legislation and subject to punishment by fine amounting 200 to 300 conventional units or by non remunerated work for community totaling 180 to 240 hours, or by up to one year of imprisonment. At the same time a new component related to offence was added to Penal Code: "Deliberate maltreatment or other acts of violence" (article 154). It also defines deliberate maltreatment or other acts of deliberate violence against husband (wife) or any close relative, pregnant woman or minor, if such did not have the consequences stipulated in articles 151-153. These acts of deliberate violence are subject to punishment by fine amounting 500 to 1000 conventional units or 3 to 6 years of detention.

The Penal Code of the Republic of Moldova has borrowed judiciary practice of other countries such as Romania, with provisions for cases of incest (article 121 'Incest'), i.e. sexual intercourse or other sexual acts between first degree relatives, third degree inclusive, as well as between half blood relatives (brothers, sisters, primary cousins), providing deprivation of liberty up to 5 years.

Article 171 regulates legal-penal responsibility for socially dangerous act of rape, i.e. sexual intercourse effected by physical or psychical constraints of a person or by taking advantage of a person's disability to defend or express her/his will are punished by a term of 10 to 25 years of imprisonment or life detention. Paragraph 3 of the same article point (a) makes provisions for raping a person educated, treated, protected and under offender's guardianship which is new for the penal legislation of the Republic of Moldova.

Article 172 of the Penal Code stipulates responsibility for violent actions of sexual nature. Objectivity of such offence is expressed through homosexuality, lesbianism or any other actions of sexual nature committed by physical or psychical constraint of a person or by taking advantage of the

person's impossibility to defend her/him self. This offence is punished by life detention or a term of 3 to 25 years of imprisonment.

Non-governmental organization Gender Center, with assistance from Soros Foundation in collaboration with the Ministry of Labor and Social Protection have initiated a project called "Preventing domestic violence by changing the legal frame". Elaboration of a special law on preventing and counteracting the phenomena is planned as part of the project.

Article 6

29. Annually, thousands of women from eastern-European countries are trafficked for sexual exploitation. For the Republic of Moldova human trafficking does not represent new phenomena and constitutes the most vulgar form of discrimination and violence against human beings, as well as a modern way of slavery.

In the Republic of Moldova human trafficking started to spread out with the beginning of 1994-1995, when several factors such as illegal migration caused by economic crisis and recession in production volumes, inflation, increase of unemployment rate, reduction of costs for social sector had a disastrous impact on the development of migration problem in Moldova, and illegal migration became a common, tolerated phenomena, being considered some times as a last solution to liquidation of poverty.

According to the Statistic report of the State Migration Department, the number of Moldovan citizens who left abroad, temporarily or permanently, varies between 600 to 700 thousands, many of them having an illegal status abroad and thus, become victims of various criminal networks, including trafficking.

Following are listed among main reasons of trafficking and illegal migration of women from Moldova:

- Low living standards
- Unemployment and job deficit
- Low retribution for work
- Insignificant social assistance for single mothers and young families
- Incompetence and unawareness of most women in regard to consequences of illegal work abroad.

Before July 2001 the legislation of the Republic of Moldova did not have provisions on women trafficking, the term itself 'human being trafficking' was absent. Following offends are included in the new Penal Code of the Republic of Moldova, adopted in April 2002 and are subject to penal responsibility for human being trafficking: article 165 on 'Human being trafficking' provides punishment by detention either for life or for 7 to 25 years; article 206 on 'Children trafficking' provides punishment by 10 to 25 years of imprisonment or life detention.

In order to diminish and counteract the phenomena, in November 2001 the National Action Plan was adopted to counteract the phenomena of human trafficking. Also the National Committee for counteracting human trafficking was set up, comprising three groups of experts. Members of the

Committee are deputy ministries of resort ministries and representatives of state structures with skills and activities capable of counteracting the phenomena. A deputy prim-minister runs the Committee. To ensure a more effective coordination of anti-trafficking activities there was a need to set up three sub groups within the Committee, which would include specialists from resort ministries, other governmental institutions, and representatives of competent national and international NGOs:

Group A – 'Legal frame and its enforcement',

Group B – 'Prevention and awareness of the human trafficking phenomena',

Group C – 'Social assistance and rehabilitation of human trafficking victims'.

30. The Government undertook a series of prophylactic and organizational measures to counteract and fight against the negative flagella.

Cooperation between governmental institutions and agencies evolved in a more intense cooperation aimed at finding and identifying individuals which apply to these institutions for further certification and processing of permission to work abroad. At the same time Moldovan Embassies situated abroad submit lists of Moldovan citizens in the country who became victims and called for assistance from diplomatic institutions of the Republic of Moldova.

To achieve all goals set by the National Plan in counteracting the flagella, state structures within the country interested in finding solutions to the problem have an effective collaboration with international bodies namely the Pact for stability of the Organization of European Community Countries, European Council, European Union, International Organization for Migration, SECI Center and local NGOs - Association of Legal expert Women, Gender Center and La Strada, and Center for prevention of women's trafficking.

To prevent and counteract illegal human trafficking, within the framework of the Bureau for Coordination of organized crime and other dangerous offends in CIS countries, authorities of the ministry for internal affairs have signed multilateral agreements with CIS countries.

According to official data made available by colleagues from the Russian Federation, during 2002, over 9 thousand young women from Moldova practicing prostitution were arrested in Moscow, 40% of them were originally from the left site of Nistru river.

During the first seven months of 2003 subdivisions of the Ministry for Internal Affairs, together with the Department for Counteracting Illegal Human Trafficking, registered 227 offends which were directly or indirectly related to human trafficking, based on following articles of the Penal code:

- article 113 (2), now 165 / Human trafficking - 83
- article 112 (2), now 207/ Illegal drawing out of children from country -3
- article 105 (2), now 220 / Procuring – 42
- article 122, paragraphs 1-3 and 123 (1) now 190 and 195 / Fraud and embezzlement of large amounts (on the pretence of processing visas for work abroad and illegal hiring) –117
- 32 trials were initiated base on other articles.

Following successful investigations conducted by the Department for Counteracting Illegal Human Trafficking, 20 illegal trafficking channels were annihilated namely: 5 in Turkey, 2 in Arab Emirates, 1 in Japan, 4 in Russia, 2 in Israel, 3 in Macedonia, 2 in Bosnia and Herzegovina and 1 trafficking channel in Albania.

During the same period 76 specialized raids were performed as prophylactic measures, and 126 official reports related to provisions of the Code of administrative infringement were filed. A total of 149 economic agents were sanctioned upon inspection for various infringements of the law in force. 76 agents had their activity suspended and licenses of 73 additional travel agents were cancelled for illegal employment of persons.

As a result of fruitful cooperation with international and non-governmental organizations, during the above mentioned period 126 girls were brought back, many of them benefited from psychological, social and medical assistance from the Center for rehabilitation of victims of trafficking.

To track down human trafficking channels S.E.C.I. Center has conducted common research on national and international levels and exchange of information was established with Romania, Turkey, Greece, Macedonia, Serbia and Montenegro, Croatia, Slovenia, Bosnia-Herzegovina, Bulgaria, Albania, Hungary. Also, working relationships were established with observers of S.E.C.I Center from USA, France, Italy, Great Britain, Germany, Spain, and Ukraine as well as from other countries.

In order to develop a system for bringing back to country trafficking victims, local legal entities have started to cooperate with other international and non governmental organizations such as International Organization for Migration, O.S.C.E., Center for preventing women trafficking, NGOs 'La Strada' and 'Save the children'.

As for protecting victims of human trafficking, with support from the International Organization for Migration, a specialized asylum for victims of trafficking was opened, were they can benefit from specialized psychological, social and medical assistance.

In addition to above mentioned, in cooperation with the International Organization for Migration, State Employment Service provides assistance in employing victims of human trafficking.

As part of the State Service a sustainable collaboration was established with victims, which benefit from information and professional counseling services, mediation of work and employment, professional orientation and training, etc.

During 2002 direct meetings with 150 people were held in various locations of the Republic and the unemployment fund covered the cost of training 50 people in professional acquirement of a job. As a result of activities conducted out of approximately 300 people returned to Moldova around 150 were assisted in finding jobs. Some of the victims benefited from unemployment compensation.

During meetings a special attention was given to development of communication skills, change of mentality related to employment in a market economy system. In cooperation with the Italian Consortium for Solidarity measures were taken to assist people willing to initiate entrepreneurial activity. As result 20 of 24 individuals attending the training in business development prepared business plans and benefited from financial assistance in starting their own businesses.

As part of the process of counteracting human trafficking, resort bodies are provided moral and financial assistance from the International Migration Organization, the US Embassy and t[illegible] British Embassy.

Following laws were adopted to create a legal frame for settlement of migration processes, record and supervision of foreigners, counteracting illegal migration and human trafficking: the Law on migration and the Concept of migration policy of the Republic of Moldova, aiming at establishing a sole authorized body in charge with promoting migration policy, computerized database for recording and supervising foreigners at borders and within the country.

The development of a computerized database system of migration of population – a system to record, supervise and analyze the development of the migration process - was initiated in January 2003, based on the Law on migration. The implementation of the system ensures control of migration process at the state borders, observance of the terms of staying for foreign citizens and stateless persons, prevention and counteraction of illegal migration and illegal human trafficking.

The implementation of the computerized database is accompanied by several financial and institutional problems that interfere with the monitoring process.

In the Republic of Moldova prostitution is not legalized. Penalties charged for prostitution are stipulated in the Code on Administrative Offends and constitute 50 to 75 minimum wages or up to 30 days of detention. According to the legislation in force, persons who use services provided by prostitutes could not be held liable for that.

At the same time, the Code on Administrative Offends regulates the penalties for propagation of prostitution and sets administrative sanctions that constitute 100 to 150 minimum wages with confiscation of means of propagation.

The current penal legislation also sets sanctions for procurement, i.e. encouraging or forcing into prostitution, taking advantage of the person providing such services, and recruiting a person for prostitution.

Given the culture and habits of the people of Moldova, prostitution is condemned at all levels of society, without regard to what caused this phenomenon.

The draft of the Law on preventing and counteracting human trafficking is presently under final preparations.

Article 7

31. In accordance with provisions of the Code on Elections, approved in November 1997, the citizens of the Republic of Moldova can elect and be elected irrespective of their race, nationality, ethnic origin, language, religion, sex, opinion, political views, property or social origin.

The Law on political parties and other social and political organizations regulates the obligation of political parties and other social and political organizations to promote equality between women and men at all their decision-making levels.

The Project "Gender, leadership and networking", UNDP Moldova, which collaborates with all parliamentary and non parliamentary political parties, has been supporting greater participation of women in political process.

It must be mentioned that the involvement and expression of women on the political arena is substantially sustained by non-governmental organizations like 'The Political Women's Club 50/50' and 'Women Lawyers'.

Oftentimes a full expression of political skills is impeded by the continuing patriarchal mentality in society with the woman envisioned as less secure and primarily in charge with family matters.

32. As of January 1 2003, the number of public workers was 29.4 thousand, which comprises 56 per cent of the total number of employed with the public authorities. The number of men employed in the public sector is significantly higher, with women comprising only 12920 or 43.94% of the total. Among public workers of 1st group, there are only 9 women out of total 69 workers. Within groups 2 and 3 women are prevailing. Thus, 2579 of 4609 women are employed in jobs from within the 2nd group and respectively 7649 of 10792 have jobs from within the 3rd group. There are 12926 public workers with degrees of qualification appointed through special normative acts; within this group the number of women is by five times lower than men and comprises 2603 persons).

Table *8: Number of public workers*

	Total	**Including women**
Total public workers	**29356**	**12970**
1. 1st Group	***69***	***9***
State counselor of the Republic of Moldova, 1st class	26	3
State counselor of the Republic of Moldova, 2nd class	22	3
State counselor of the Republic of Moldova, 3rd class	21	3
2. 2nd Group	***4601***	***2579***
State counselor, 1st class	1461	712
State counselor, 2nd class	1347	767
State counselor, 3rd class	1793	1100
3. 3rd Group	***10792***	***7649***
Counselor, 1st class	2338	1568
Counselor, 2nd class	2831	2117
Counselor, 3rd class	5623	3964
4. Public Workers with Degrees of Qualification Appointed through Special Normative Acts	***12926***	***2603***
Elected Public Workers	770	83
Appointed Public Workers	108	47

33. Presently, there are 16 women in the legislative forum out of 101 deputies. One woman holds the position of Chairman of the Parliament.

Although during 1998-2002 there has been an improvement in the area of concern, women's representation in leadership remains insignificant. Thus, only one woman holds the position of minister within the Ministry of Finance, 7 are appointed as deputy ministers, and 2 women are chiefs of departments. The Chairman of the Supreme Court is also a woman. In 1999, only 4 women held leading positions within ministries and departments.

34. Following local election in 1999, out of 851 mayors, women's representation was of 10.9% only or 93 women and secretaries with mayors' offices comprising 73 per cent.

Table 9: Number of Women Elected during Local Elections, as of January 1, 1999

Position	Total	Women
Chairman of raional executive committees, municipal mayor	38	--
Village (community mayors)	851	93

Ministry of Labor and Social Assistance in collaboration with the Project "Gender, Leadership and Networking", UNDP Moldova organized training sessions for 39 women members of 6 political parties, who were candidates on local elections in 2003. 40 per cent of trainees were elected. Every participant had elaborated personal electoral campaign. By that period of time two political parties had implemented internal quota system to ensure gender equality, formed their women organizations aiming to support and promote women in political process. As a result, during local elections in 1999 in Cahul and Hincesti raion decision-making functions were distributed proportionally 50/50 between men and women.

A substantial support for raising of gender equality awareness can represent the first sociological research "Gender Equality in the Republic of Moldova (the vision of leaders)" which was worked out in collaboration with Leadership Programme and members of Beijing Group. Methodological information was provided by "Center for Community Sociology and Gender Studies".

During January 2002 – April 2003, the GAES PS project 'Women can do it' was implemented. Project's goal was to expand the number of socially and politically active women who were on lists of independent and party candidates during the elections in spring of 2003 and who would implement gender policies within the political parties' platforms and agendas, as well as countrywide.

During the course of the project, 1580 women were provided training in developing skills for getting involved in political life and got acquainted with provisions of the legislation regarding elections, local public administration, and various methods of participation at local elections. All training was based on the handbook 'Women can do it'.

This project was financed by the Stability Pact for Southeastern Europe, Canadian Agency for Development, French Intergovernmental Agency with the Ministry of Labor and Social Protection as project coordinator.

The Political Club of Women 50/50 implemented the project.

664643 women, or 58.3 per cent, participated at the general elections in May of 2003. Based on the results of local elections in 2003, 138 or 15.4% of the total 898 mayors elected were women. Among the 32 existing raions, only one woman was elected for the position of president.

Article 8

35. Women of Moldova have equal rights to men with regard to positions of international representation.

Although the legislation grants the right of women to hold any position based on professional qualification, the number of women in diplomatic corps turned to be very low.

Table 10: Employees Distribution by activity

	1998		1999		2000		2001		2002	
	women	men	women	men	women	men	women	men	women	men
Diplomatic representatives	0	20	0	21	0	21	1	21	1	21
Administrative & technical personnel	42	21	47	23	46	23	49	24	51	26
TOTAL	83		91		90		95		99	

The number of women within the State Office who participated at various official delegations during the period 1998-2002.

Table 11: Dynamics of official delegations of State Office workers

	1998	1999	2000	2001	2002
Total number of employees	181	157	162	160	176
Women	1	6	13	6	7
Men	12	22	23	10	16

Article 9

36. Under Article 16, paragraph 2 of the Constitution of the Republic of Moldova and Article 6, paragraph 1 of the State legislation (No. 1024-XIV of July 2, 2000), all citizens of the Republic of Moldova are equal before the law, irrespective of their nationality, sex, religion, language, ethnic origin, etc.

Under article 17 of the Constitution of the Republic of Moldova, Moldovan citizenship can be granted, kept or withdrawn in accordance with the provisions of the organic law. Simultaneously, no individual can be arbitrarily deprived from citizenship or from the right to change citizenship.

Regulations on citizenship are based on following principles:

a) the right of each person to citizenship;

b) non discrimination of citizens, regardless of the grounds for awarding citizenship;

c) prohibition of arbitrary deprivation of a person's citizenship and right to change citizenship;

d) avoidance of statelessness;

e) the fact that one of the spouses changes his /her name does not have any effect on the other spouse or their child, unless there is written notification with regard to this issue, signed by both parents.

Under Article 3 of the above mentioned Law, citizenship of the Republic of Moldova is kept both within the territory of the Republic of Moldova and outside its borders, as well as within territory under which sovereignty of no country is exercised.

Moldovan citizenship is obtained through birth, acknowledgment, adoption, regaining, and naturalization. Moldovan citizenship can be granted based on international agreements signed by the Republic of Moldova. Mother's citizenship has the same value with father's citizenship when establishing citizenship of a child.

According to the legislation in force the fact that one of the spouses changes citizenship has no affect on the citizenship status of the other spouse or their child, unless there is a convention with regard to this issue, signed by both parents.

Women and men have equal rights to permanent settlement and legal work for their partners which are not Moldovan citizens.

37. Minor children can hold passports. A minor child can travel on the basis of the passport of one of the parents or his/her own passport.

Minor children can immigrate with their parents.

In the case of a minor child emigrating with one of the parents, a legalized consent of the other parent is required. Children aged from 12 to 18, which leave abroad with one of the parents for permanent settlement are required legalized consent.

If a minor child emigrates without parents, a legal consent of both parents is required.Children under age of 18 benefit from the right to leave the country based on the provisions of the current legislation.

Article 10

38. In the beginning of the academic year 2002/2003, female – students represented 57 per cent of the total number of students in the university education system and upper secondary education (colleges).

Table 12: Female College Students by Field of Study

	Number of women in university educational institutions												Number of women in secondary educational institutions (colleges)											
	Total						*%*						*Total*						*%*					
	1998/99	1999/00	2000/01	2001/02	2002/03		1998/99	1999/00	2000/01	2001/02	2002/03		1998/99	1999/00	2000/01	2001/02	2002/03		1998/99	1999/00	2000/01	2001/02	2002/03	
Total	39998	43316	44504	49509	53888		55	56	56	57	57		17232	14535	11382	9795	8738		58	57	57	58	57	
Industry	3347	3810	3826	4288	4579		34	36	36	38	36		2432	1883	1212	1065	1073		51	50	51	54	56	
Agriculture	2001	1875	1934	2086	2089		35	38	41	42	41		1219	876	571	400	295		38	37	34	32	31	
Law	1459	2327	2887	3489	3692		29	35	39	43	41		1849	1610	1367	957	943		45	43	44	41	39	
Economy	6187	6122	6127	7129	8662		59	60	61	61	62		3281	2844	1997	1521	1173		68	65	64	62	65	
Health	2171	2045	1786	732	1899		64	66	65	64	65		3115	2664	2130	1833	1747		90	91	91	88	85	
Education	18802	19721	19475	21273	24135		72	71	71	70	69		3688	3158	2802	2579	2297		92	91	91	90	89	
Art&Cinema	1028	1029	951	1059	975		62	63	62	63	65		588	603	555	546	554		49	50	49	50	51	

Of the total number of students in colleges and universities the highest rate of female students is registered in the field of education, 89% and 69% respectively and health care institutions- 85% and 65%.

Out of the total number of employees involved in college training activity women are predominant, representing 63% where as in university education – 51%, respectively.

39. Admission to higher educational institutions, both day classes and by correspondence is made upon entrance examination, without a division by the principle of sex. During admission campaign all education institutions perform a broad publicity campaign advertising specialties they can assure training for, with a description of job prospective. Yet the right to choose a special subject belongs to each candidate individually.

Training of all students in university institutions is performed in accordance with curricula, analytical programs similar for common groups and streams. At all levels and in various institutions list of subjects, quality of teaching staff and all other components of the training process do not vary by sex.

Students from university institutions can apply to all categories of scholarships based on the results obtained during their training and personal involvement in the education process. Upon request all students have access to leisure, sport and treatment facilities within institutions.

Based on the Regulation on organization and development of teaching process in higher educational institutions of the Republic of Moldova, expulsion from higher educational institution depends on attitude towards studies/acquisition, civic behavior, etc. and is not related to gender principle

In order to support young mothers-students and to create conditions for graduation, upon request they are provided up to three years of academic child care leave.

40. In higher education institutions of al types and specialties a compulsory subject on "Education for health" is included comprising 18-20 hours, which continues training of students in issues related to family life.

In accordance with the curricula for university education lecture on 'Physical education' is mandatory in all university institutions.

41. The Republic of Moldova possesses a wide service network for children care, in agreement with the real family needs. Mothers involved in working field have at their disposal a broad system of state pre-school educational institutions, providing care and occupation services for pre-school children.

Table 13: Permanent Preschool Institutions

	1998	1999	2000	2001	2002
Number of preschool institutions	1399	1201	1135	1128	1192
Number of sits, thousands	167	152	144	146	150
Number of children, thousands	126	101	94	96	104
Didactic staff, thousands	13	10	9	9	10

During the last years a small network of private institutions has been developed, as an alternative to the state system.

42. In the Republic of Moldova young people, including children of school age and adults benefit from free access to education. Also, all citizens have free access to professional orientation, free choice of occupation or work, assistance of people, including people with physical handicap, with respect to individual characteristics and the connections with the job market opportunities.

In the Republic of Moldova professional orientation of schools students, young people and adults constitutes a convergence point for the activity of the Ministry of Education and the Ministry of Labor and Social Protection, to which private and non-governmental sectors can be added. The Ministry of Education and the Ministry of Labor and Social Protection have their own networks of school and professional orientation services. Their activity in this domain is regulated by the Constitution of the Republic of Moldova, the Labor Code, and the Law on employment of labor and social protection of unemployed (No. 102-XV of March 13, 2003), the Law on Education (No. 547 of July 21, 1995), the Law (No. 480 of September 28, 2001) on ratification of OIM Convention No. 142 on professional orientation and professional training in use of human resources, the Decision of the Government of the Republic of Moldova adopted in September 1998 on specific measures related to social protection and professional reintegration of unemployed, the Decision of the Government of the Republic of Moldova, from July 2001 regarding the National program for employment and social protection, as well as other normative acts.

Article 43 of the Constitution of the Republic of Moldova stipulates that any person has the right to work, freely choose the place of work, to equitable and satisfactory conditions of work, as well as to protection for unemployment.

Article 34 stipulates a person's right to access any information of public interest, specifying that state or private public media are obliged to assure adequate information of public opinion.

In 2002 the draft of the Concept on orientation, preparation and professional training of human resources has been developed. The Concept is aimed at creating a single view on the goal, objectives, functions, principles and main directions of the state policy related to orientation, preparation and professional training of human resources. Subsequently, additional normative acts will be developed for regulating professional orientation and training of population.

During the years 2000-2003 the activity related to professional orientation of population has been accelerated. Also, the Sate Service for use of human resources increased measures on preventing unemployment among graduates of general and secondary education institutions. Graduates from secondary schools, lyceums and colleges were beneficiaries of group informational consultations, district and area labor offices carried out informational activities. Upon examination of statistic data during this period the following can be mentioned: most people applying to professional orientation services are young people of less than 29 years old and women. During 2002, due to more intense propagation of services rendered by labor offices, the number of people beneficiaries of consultancy in professional orientation and psychological assistance has increased considerably. Thus, the number of applicants is continuously increasing every year.

The chart below shows the number of women and young people beneficiaries of professional orientation consultancy vs. the total number of beneficiaries of professional orientation services.

Table 14: Representation of Women and Young People on the Labor Market, 1998 – 2003

	1998		1999		2000		2001		2002		2003	
Number of people	people	%	people	%	people	%	people	%	people	%	people	%
Unemployed, total	63 296		57 834		50 848		59 505		63 327		36 657	
Women	31 762	50.2	31 790	55.0	25 828	50.8	26 916	45.2	27 192	43.0	12 869	35.1
Young people	28 165	44.5	23 564	40.7	23 338	45.9	27 756	46.6	30 574	48.3	16 438	44.8

43. To encourage professional and social promotion, increase motivation among population of all age categories to study and integrate in labor field special programs and information activities are conducted along with counseling and psychological assistance related to career, with respect to individual particularities and market demand and social economic changes. As part of these activities the program 'Labor Club' should be mentioned; it is addressed to officially registered unemployed people, especially to long term unemployed, women and young people the latter one being mostly affected by unemployment. Any interested person has the right to beneficiate from free services in professional orientation or reorientation during his/her active life, depending on age and needs.

Professional orientation and reorientation services are rendered to population individually or in group and include: professional information and propagation, professional advisory (choice of profession, adjustment of professional plan, professional aptitude test), as well as measures oriented towards professional and social adaptation.

Professional advisories and training represent the main link of professional orientation and reorientation activities of school students, young people and unemployed, and of unemployed persons.

Table 15: Professional Orientation and Psychological Assistance regarding Career, 1998 – 2002

Years	1998		1999		2000		2001		2002	
Total	17702		18198		17850		18929		27017	
Women	11685	66.0%	12454	68.4%	12227	68.5%	11862	62.7%	18476	68.4%
Young people	14265	80.6%	14762	81.1%	13868	77.7%	15459	81.7%	22620	83.7%

Article 11

44. The active legislation on labor and social protection of unemployed includes provisions for assuring equal employment opportunities for men and women, including equal opportunities in the choice of the profession or activity and excluding any form of discriminatien.

The concept on professional orientation, preparation and training of human resources adopted in June 2003 provides equal opportunities for men and women in professional orientation, preparation and training at all levels, during their active life, in accordance with their aptitudes and skills, in order to have equal role in the society and economy and to change the traditional attitude towards men and women's role in family and professional life.

For Concept implementation regulation on organization of professional training for unemployed has been developed, which sets single procedures and terms for organization, development and funding of on-the-job trainings, re-qualification and refresher courses and other professional trainings of unemployed. Presently the Regulation on professional orientation and psychological assistance of population in career issues is under development.

According to the survey on labor in households, performed by the Department of Statistics and Sociology, economically active population of the Republic of Moldova has decreased from 1809 thousand in 1998 to 1617 thousand in 2001. In 2002 economically active population of the Republic of Moldova represented approximately 1615 thousands people, registering a slight decrease (-0.1%) as compared to the previous year 2002. No significant sex disparities were registered among the active population: the number of women was slightly higher – about 820 thousand, which constitutes 50.8% of the total number of active population.

Table 16: Distribution of Population aged 15 and over based on Employment, 2002

	1 614 967	1 505 117	109 850	1 208 478
	795 290	730 883	64 406	530 817
	819 678	774 234	45 443	677 660
	671 904	590 373	81 530	522 952
	943 064	914 744	28 319	685 525

Distribution by age groups indicates a higher proportion of persons aged 40-44 (approximately 15.2% of the total active population) and of age 45-49, 14.2% respectively.

The total global activity rate (percentage of active population of the total population) was of 44.5%.

The activity rate of the population aged 15 and over (percentage of active population aged 15 and over out of the total age group of 15 and over) represented 57.2%, reaching higher figures among

male population (60.0%) and in rural areas (57.9%). The highest rate of activity (81.5%) is maintained further on by age group 45-49.

The number of employed population has been decreasing during last years (in 1993 employed population constituted 1688 thousand people, where as in 2001 the figure was of 1499 thousands). In 2002 the number of employed population constituted 1505 thousand people. The distribution by sex shows that women's weight is higher compared to men representing 51.4% of the total number of population. The distribution by residency shows that 60.8% of the total employed population lives in rural areas.

The global employment rate (percentage of employed people of the total number of population) represented 41.1%, the rate was of 42.0% for men and 40.9% for women; 39.7% in urban areas and 42.6% in rural areas.

The employment rate of population aged 15 and over (proportion of employed population from age 15 and over of the total age group of 15 and over) was of 53.3%, with a slight decrease by 0.4 per cent compared to the level of 2001 and registering a more pronounced decrease (-1.5 per cent) compared to the year 2000. In the distribution by gender, men continue to register a higher rate (55.1%) compared to women (51.7%), in rural areas the share is 56.2% compared to urban areas – 49.4%. The highest employment rate is registered among persons from the age group of 45-54.

The analysis of the structure of employed population by age groups indicates that persons from the age group 35-49 take the largest share (41.9%), registering a decrease compared to the same period of the previous years: 44.2% in 2001 and 44.0% in 2000. At the same time, the number of employed persons within the age group of 50-64 registered a growing tendency: 18.1% in 2000, 19.5% in 2001 and 20.6% in 2002. Of the total employed population the level of employment within the age group 15-24 was of 11.9% and over 5.3% for the age group of 65.

Table 17: Distribution of Employed Population by Age Groups, 1999-2001, %

	100,0	13.9	20.5	44.3	16.6	4.7
	100.0	12.9	20.9	45.5	15.5	5.2
	100.0	13.0	19.8	44.0	18.1	5.0
	100.0	11.8	20.3	45.0	17.5	5.4
	100.0	12.2	19.3	44.2	19.5	4.9
	100.0	11.2	19.7	45.4	18.6	5.0

In 2002 over a half of the young population (53.3%) was enrolled in agriculture, which is 0.4% compared to the same period of the previous 2001. Of the total number of employed population from age group 65 and over, only 6.0% were enrolled in non-agricultural activities.

45. Similar trends in the distribution of employed population by level of education were recorded in 2002: persons with specialty education were predominant – 26.0% followed by persons with secondary education (22.0%) and incomplete secondary education (19.4%). Of the total employed population, persons with university degrees represented 12.6%. Among employed population with college degree, the majority is held by women, comprising 53.4%. In rural areas the share of specialists with college degree is by 3.3 lower than in urban areas.

The distribution by work activities within the national economy revealed that, in 2002, most employees were enrolled in the agricultural sector (23.6%). The percentage of persons involved in education was 18.2%, industry – 14.9%, health care and social assistance – 9.7%. In 2002 the number of personnel on the staff decreased by 418 720 as opposed to 1997, including 301 208 employees in agriculture, 31 268 - in processing industry, 16 199 in constructions and 14 071 employees - in wholesale and retail business.

The distribution of employed population by types of property confirms a decreasing tendency of employment in the public sector and an increase in the private sector. This tendency was maintained during last years: in 2000 of the total number of employed population 25.6% were enrolled in the public sector and 68.4% - in the private sector; in 2001 – 2.0% and 71.1%, and in 2002 – 22.4% and 72.3%, respectively. Private sector is predominant in trade (92.6%), in hotel business (77.3%) and in constructions (75.8%). More than half of the people occupied in processing industry (59,9%) are also part of private sector.

46. The developments in the structure of the national economy had greatly impacted the performance indicators of the labor market. A new labor market has emerged and its development can be described as very rigid, tense, and marked by strong structural, territorial and professional maladjustment.

The labor market in general and the employment in particular are in a tense situation, some segments having tendencies for aggravation and amplification.

The promotion of reforms led to both qualitative and quantitative changes on the employment market, one of them being the decreasing number of employed population per national economy.

In 2002, the labor market recorded significant unbalances between demand and offer.

During January –December 2002, labor offices have registered 63.3 thousand unemployed (of which 43% were women), recording an increase by 6.4% compared to the similar period of the previous 2001.

In 2002 approximately 24.3 thousand unemployed were provided with jobs, which is at the same level with the previous year.

12.6 thousands people (every 7) of the total unemployed registered in the beginning of 2002 benefited from unemployment compensation, which was by 21.5% lower compared to the same period of the previous year.

The number of unemployed, according to the International Bureau of Labor (IBL) standards was of approximately 110 thousands, constituting a decrease in 2002.

In 2001 unemployment rate according to IBL comprised 6.8% at national level.

There are still discrepancies between urban unemployment rate which is 10.4% and rural unemployment, representing 2.6%, with urban unemployment rate being by four times higher than rural unemployment rate.

47. In order to change the legislation of the Republic of Moldova with respect to adjustment of labor market to European standards, the Strategy for employment of labor in the Republic of Moldova has bee developed, in agreement with the European Strategy for employment of labor, adopted in May, 2002.

To implement the Strategy for employment of labor in the Republic of Moldova a "List of indicators necessary for implementation of the Strategy for employment of labor in the Republic of Moldova" was created.

In 2002 effective measures were undertaken aiming at establishing a legal frame for regimentation of employment of labor.

To diminish unemployment rate and create new jobs, in April of 2001 the Regulations on organization of remunerated public work were modified. The regulations included provisions for extension of remunerated public work on branches of national economy, including an additional number of approximately 78 types of remunerated public works.

In November 2002, the national Program for development of remunerated public work for the year 2003 was adopted and distributed by branches of national economy, enforcing categories of remunerated public works. As result 4621 people can be involved in these works which is two times more compared to previous the years 2002 or 2001.

The main objectives of the Program are promotion of active measures in occupation of labor, prevention of massive unemployment and assurance of social protection of population affected by unemployment, creation of new jobs, job placement of unemployed, including persons with handicap, professional orientation and training of unemployed, support of entrepreneurial activities, small business, as well as adaptation of population to market economy relationships, financial assistance of unemployed and economic agents, information of population and economic agents regarding the job market situation.

The State Department of Statistics and Sociology of the Republic of Moldova do not have any records on women conducting activities in their own households and are not remunerated. Unremunerated work of employees within agricultural sector is not considered as part of GDP.

48. According to the provisions of the legislation of the Republic of Moldova on public system of state social insurance, the employment history, which grants the right to pension, will include only the periods in which payments of contributions to state social insurance budget are made.

Pursuant to these conditions, non-remunerated work of housewives or of women in agricultural households, for which contributions are not calculated, is not taken into consideration for settlement and payment of pensions for age limit.

The legislation of the Republic acknowledges the principle of gender equality in all spheres of activity and each employee has the right to equal retribution for equal work performance, with no discrimination and not less than the minimum quantum established by law.

The importance of managing state wage system is determined by the role of wage as an incentive to work and as main source of income to satisfy employees and family vital needs.

49. The Law on Wages does not state gender discriminatory elements, having as legal sources the Constitution of the Republic of Moldova, international acts, the Convention No. 95 regarding salary protection ratified by the Parliament of the Republic of Moldova on September 26, 1995, and Convention No. 100 on equality of wages, ratified on October 1, 1999. The Law on Wages (No. 847-XV of February 14, 2002) stipulates that the salary is determined without regard to age, sex, race and nationality, political membership, confession and social status. This Law defines the economical, juridical and organizational principles regarding remuneration of employees that are employed based on individual employment contracts, with physical or legal entities, without regard to type of property and juridical organization. The Law sets the conditions, payment forms and systems, salary structure, and sources for salary payment. The salary structure is based on the system of rates which includes rating networks, salary scales, salary structures depending on the position and guides for qualification rates.

The Law on Public Service (No. 443-XIII of May 4, 1995) states that all citizens are granted equal possibilities to take public functions based on their skills and professional qualification level.

The Law on Determination of Minimum Wage and Reexamination of Minimum Wage (No. 143-XIV of December 28, 2000) stipulates that the minimum wage represents the minimum amount of retribution set by the state for basic, unqualified work; employer has no legal right to pay below the minimum amount for the work carried out by the employee per hour or month. This amount cannot be lowered neither through a collective employment contract nor through individual employment contract. The quantum of the minimum wage is determined based on specific economical circumstances, level of the average salary per national economy, as well as the projected rate of inflation, and is legalized trough a Governmental decision following consultations with labor associations and unions. Beginning with April 1, 2001, the minimum wage per country was set in the amount of 100 lei; in rural areas, at units with financial independence – the salary for workers of 1st qualification, without regard to type of property and juridical form of organization – the quantum of minimum wage has changed a number of times. Thus, beginning with September 2001, the minimum wage was 169 lei (13 dollars), as of June 1, 2002 – 250 lei (18.5 dollars), April 1, 2003 – 300 lei, and 340 lei (25 dollars) beginning with July 1.

The remuneration system takes into consideration some principles that form the ground for employee remuneration.

Following are the general and most commonly used principles:

1. Equal salary for equal work. This is one of the basic principles for remuneration, with an exceptional practical use, because it outlines the start point for determining salaries. According to this principle, two or more persons providing equal work, both quantitatively and qualitatively, receive the same amount of salary without differentiation regarding sex, age, religion, etc. The determination of salary based on this principle best guarantees equitable salaries.

2. Differentiation of salary based on the amount of work. According to this principle, the amount of work carried out by the employee can be measured through the quantity of products made or number of hours worked.

3. Remuneration based on professional qualification. Application of this principle requires stimulating the personnel in continuous improvement of professional qualification for both personal and company benefit, because the higher the professional qualification, the more consistent the personnel's contribution is, which ultimately results in higher wages.

4. Remuneration based on quality of work. In most cases remuneration is based on professional qualification; it is necessary however to stimulate quality work, because there may be situations where two equally qualified employees do not provide same qualitative results.

5. Remuneration based on work conditions. Any remuneration system must also take into account the conditions under which work is being carried out. The use of this principle is reflected in the remuneration system through the following: providing additional benefits for work carried out under difficult, hazardous conditions based on the number of hours worked under such conditions; decreasing the length of working time; providing additional leave, etc. Such measures are in accordance with article 16 of the Law on Wages and articles 139, 157, 158, and 159 of the Labor Code.

At the same time, it is necessary to improve the legislation in force which, in addition to statements regarding gender equality, would outline more specific and clear standards regarding salary protection for women.

50. In the budgetary sector remuneration conditions and salary amounts are strictly regulated through normative documents, thus for individuals having the same job, the salary is equal, despite their sex. The average salary for women is lower due to the fact that most women are involved in works requiring lower qualification and are subsequently paid lower wages.

For example, of 851 mayors, women represented only 10.9 per cent (or 93 women); of the total number of mayor secretaries, women represented 73 per cent, with the salary of secretaries being by 10 per cent lower as compared to mayor's salary.

In rural area the situation is more complex due to the fact that wages relate to several factors, such as complexity of work activities, equipment efficiency, work difficulty and intensity, qualification level, and nevertheless employer's attitude.

For example, in the machinery construction industry, of 200 locksmiths 36 are women with a monthly salary of 590 lei, where men are paid 828.2 lei, or by 40 per cent more than women; in area of bulk trade a woman accountant is paid 901 lei, or by 19 per cent less than a man; in area of communications a woman operator is paid 698 lei, or by 38 per cent less than a man, etc.

The examples shown above indicate that in small businesses within the private sector women are more likely to be discriminated.

It is necessary to improve the legislation in force, which, in addition to statements regarding gender equality, would outline more specific and clear standards regarding salary protection for women. As confirmation to the statements above see Dynamics of women's versus man's wages shown in Annex 2.

The difficult living conditions arisen from the country economical and financial situation are the major cause for the dissatisfaction expressed by various social classes. The minimum consumption budget is used as a major indicator for determining the living conditions. It represents the social normative and includes scientifically measured minimum required rates of food products, non-food products, and services consumption. These rates are calculated in accordance with the Decision of the Government of the Republic of Moldova "Regarding the approval of the Provisional method for calculating the minimum cost of living" No. 460 of July 27, 1993. The given method was developed following the Presidential Decree No. 140 of July 18, 1993 "Regarding the minimum cost of living".

51. The minimum cost of living is calculated based upon the average monthly prices that are determined through a survey carried out by specialists in statistics at 760 stores of various ownership type, markets and enterprises providing services to population in 11 representative towns and cities.

Another indicator of leaving standards is the minimum for leaving. The term, structure, components, and method for calculating the minimum for leaving are regulated in the Policy regarding the method for calculating the minimum for leaving, approved through the Decision of the Government of the Republic of Moldova No. 902 of August 28, 2000.

The minimum for leaving is the minimal consumption volume of food products, non food products and services required to satisfy the needs without affecting the health condition and viability while consuming a narrower range of products and services.

Monthly expenses for food product purchases (consisting of 2282 kcal per day) are calculated based on the consumption ratios and average purchasing prices for the given products; for the remaining products calculations are made based on average expenses per family determined following an examination of household budgets.

The documents referred to above are of a provisional character due to the fact that neither the terms "minimum cost of living" nor "minimum for leaving" is set in the legislation of the Republic of Moldova.

In the year 2002, the average nominal salary per national economy was 691,9 lei (or 51 dollars); in 2001 – 543,7 lei (or 42 dollars); and 407,9 lei (approximately 33 dollars) in year 2000.

The average value of the minimum cost of living for year 2002 was 1137 lei, or approximately 84 dollars, which is by 8 per cent higher than in the year 2001, and by 20% than in 2000.

During the years 2000 and 2002 the percentage taken by the average monthly salary per national economy within the minimum cost of living was as follows: 43 per cent in 2000, 52 per cent in 2001, and 61 per cent in 2002.

In 2002, the average value of the minimum for leaving per capita per month amounted 538,4 lei (or 40 dollars) compared to 468,7 lei or 36 dollars in 2001, including 606,6 lei (45 dollars) per men capable of work; in 2001 the average value of the minimum for leaving per capita per month amounted 526,4 lei (approximately 40 dollars), including 535,9 lei (40 dollars) per women capable of work; and in 2001 – 466,2 lei or approximately 36 dollars.

52. One of the basic principles of the new Labor Code, which regulates labor and other relationships directly related to labor, is the interdiction of discrimination at work. According to article 8, work relationships are based on principle of equality of all employees; any kind of direct or indirect discrimination of an employee, because of his her sex, age, race, nationality, religious confession, political membership, social status, residency, disabilities, membership or involvement in labor unions, as well as other criteria that are not directly related to employee's professional skills, is interdicted.

Any differentiations, exceptions, preferences, as well as certain employees' rights that are determined by specific job requirements, which are regulated through legislation or special care provided by the state to individuals requiring additional social and legal protection, are not considered discriminatory actions.

Unlike the older provisions, the new Code includes a series of new provisions that aim to improve women's situation. For example:

The probation period under an individual employment contract with pregnant women is interdicted (art. 62).

Enrolment of pregnant women, women at maternity leave, women with infants less than 3 years old, and individuals who's medical condition does not allow them to work in overnight jobs (art. 103) or overtime hours (art. 105) is prohibited.

Women with children of 3 until 6 years old (disabled children of less than 16 years old) could be assigned overnight jobs (art. 103) or overtime hours (art. 105) only through their written agreement.

At the same time, the employer is obliged to inform in writing the employees mentioned above upon their right to refuse such jobs.

Enrolment of pregnant women, women at maternity leave, and women with infants less than 3 years old in work activities during non-working days, is prohibited. Women with children of 3 until 6 years old (disabled children of less than 16 years old), individuals combining their child care leave (art. 126 and 127, line 2) with work activities, and employees who are taking care of an ill family member based on a medical certificate, can work during non-working days only with their written agreement.

At the same time, the employer is obliged to inform in writing the employees mentioned above upon their right to refuse to work during non-working days.

It is prohibited to assign work during non-working holidays to pregnant women, women at maternity leave, and women with infants less than 3 years old (art. 111).

Enrolment of women with children of 3 until 6 years old (disabled children less than 16 years old), individuals combining their child care leave (art. 126 and 127, line 2) with work activities, and employees who are taking care of an ill family member based on a medical certificate, can work during non-working holidays only with their written agreement. At the same time, the employer is obliged to inform in writing the employees mentioned above upon their right to refuse to work during holidays.

Women with 2 or more children of less than 16 years old and single parents with one child of less than 16 years old are entitled to summer leave or, following a written request, any other time of the year (art. 116).

Article 120 stipulates that, based on personal reasons or any other well grounded reason and with employer's approval, an employee could be granted an unpaid leave for up to 60 calendar days.

Women with 2 or more children of less than 14 years old (or with one disabled child of less than 16 years old), a single unmarried parent with a child of the same age, could be granted an unpaid leave of 14 days, in addition to the 60 unpaid calendar days.

Women with 2 or more children of less than 14 years old (disabled child of less than 16 years old) are granted an additional annual leave with a duration of 4 calendar days (art. 121).

Article 127 stipulates that employees who have adopted or taken guardianship over new-born children directly at the maternity hospital are granted a leave from work, which starts with the day they have adopted or taken guardianship and ends after 56 days from the birth date of the child (in case of adoption or guardianship over two ore more children simultaneously – 70 calendar days) and a partial paid leave for child care until the child reaches the age of 3.

A person who adopted a new-born child directly at the maternity hospital or took guardianship over the child can benefit from additional unpaid leave for child care, if the child is 3 up to 6 years old (art. 126).

In accordance **with article 127,** a refuse to employ or diminution of the salary quantum for pregnancy reason or due to existence of children of less than 6 years old is prohibited. The refuse to employ a pregnant woman or a person with a child less than 6 years old for any other reasons should be well grounded, with the employer having an obligation to inform that person in writing within 5 calendar days after the date the employment request was registered with the enterprise. The refuse to employ could be addressed to court for settlement.

Article 129 states that it is prohibited to send pregnant women, women at maternity leave, and women with children less than 3 years old to business trips.

Women with children of 3 and less than 14 years old (disabled children of less than 16 years old), persons who are combining work with child care leaves, as well as employees who are taking care of

an ill family member based on a medical certificate, could be sent on business trips only with their written agreement.

Also, article 318 proxibits the engagement of pregnant women, women at maternity leave, and women with children of less than 3 years old in continuous work activities.

Women with children of 3 until 6 years old (disabled children of less than 16 years old), persons who are combining work with child care leaves, as well as employees who are taking care of an ill family member based on a medical certificate, could provide continuous work activities only with their written agreement.

53. The employer grants maternity compensation (pregnancy and confinement) to women engaged in labor based on an individual employment contract form the contributions to the social security fund payable to the state social security Budget.

During the transition to the market economy and giving the increasing number of individuals acting independently, the number of beneficiaries of pregnancy and confinement compensations has significantly diminished.

At the beginning of 1998, among the persons engaged in individual work activities, women lawyers, women notaries, woman land owners as well as unemployed women were not entitled to pregnancy and confinement compensations. Until present, unemployed women are not eligible for pregnancy and confinement compensations.

However, in the past years actions were taken to improve the situation; thus, beginning with September of 1998, registered unemployed women, have received the right to pregnancy and confinement compensations. Presently, these compensations are paid through labor force offices where unemployed women are registered.

Due to economical reasons, during years 1999 and 2001, the categories of women who could benefit from such compensations did not expand.

However, in 2002 within the category of beneficiaries of such compensations, women land owners, notaries, and women lawyers have been included.

Practically, there are no refuses for pregnancy and confinement compensation payment because these are paid form the state social security Budget and if the administration does not pay the compensation, the calculated contributions are going to be transferred back into the state social security Budget. In the case where a woman was not paid the compensation, she could appeal to court, which ultimately decides in her favor; in such case, following woman's re-employment, payment of the compensation is made by the employer. The employer is subsequently sanctioned in accordance with the legislation in force.

There are no surveys regarding the impact of pregnancy and confinement compensation on family financial situation; however, given the fact that the compensation amount is equal to beneficiary's salary, it could be implied that the compensation amount is sufficient to cover family needs as does the salary.

In accordance with the Policy on grounds for granting medical leave in Republic of Moldova, approved in February 2003, the right to sick leave, and respectively possibility to benefit from compensation for taking care of a child less than 3 years old, is granted only to the mother, with no consideration of the fact hat there is another family member that could take care of the child.

Each family member, however, benefits from the right to receive compensation for taking care of an ill child.

In Moldova, there is no statistic data regarding the number of men who used sick leaves for taking care of an ill child.

Practically, a sick leave used for taking care of an ill child has no affect on employee's work activities and does not result in any sort of job facilities.

54. Beginning with January 1, 1999, the new Law on retirement and state welfare, which is based on the principles of "secured pension" and "social equity", was enforced (No. 156-XIV). These principles define equality of all those involved in the public system for social welfare, with individual's contribution to the system being the only difference. Thus, in the new system, the amount of pension depends only on the length of employment and contributions deducted from the social security fund.

It is why in the new system and new business environment, numerous retirement facilities so largely granted in the past (i.e. retirement age, calculation of pension amount prior to retirement, length of employment or pension's quantum) cannot be justified in the present days.

Starting with January 1, 1999, retirement age is set at 60 years and 6 months for men and 55 years and 6 months for women. Every subsequent year, retirement age was increasing by 6 months, reaching 65 years for men and 60 for women. It should be mentioned however, that on November 22, 2002, the Parliament of Republic of Moldova adopted the Law on modifications in art. 41 of the Law on social welfare pensions; it stipulates that the increase in the retirement age is suspended for a period of 5 years and set at the level of 2002. Thus, beginning with January 1, 2003 until December 31, 2007 inclusive, retirement ages eligible for pensions are set at 62 years for men and 57 for women.

At the same time, we must underline that, according to the provisions of the legislation in force, an ensured person with over 35 years of employment history, is eligible for an increase in the pension's amount equal to 2 per cent of the ensured income, for each subsequent additional year of employment. An ensured person entitled to pension, who does not exert his/her right to pension, is eligible for an increase in the pension's amount equal to 2 per cent of the ensured income for each year of employment, provided the person reached the standard retirement age. Thus, according to the statements above, both men and women are granted the right to an increased pension's quantum based on payments into the social security fund made during a longer period of time.

All these provisions are set in the public system for social security.

The Law on non-state pension's fund sets the provisions for the voluntary insurance, which until presently could not be implemented. In order to improve the pension's system in the Republic of Moldova, is necessary to create premises for this law; once in place, following issues could be solved: the possibility to access an additional pension through voluntary contributions into the non-state pension's fund and retirement of persons working in hazardous environments prior to retirement age.

Although the legal framework for regulating the use of these funds is almost complete, the law however cannot be properly implemented.

We must also consider the fact that with the existing fairly low salary levels it is premature to discuss about the establishment of such funds, because only an insignificant percentage of the population could contribute to these funds. More than that, the population is lacking confidence in the use of such non-state pension's funds because for a normal development and operation of the fund stable economic environment is needed. According to the legislation in force, any person, despite the sex, ethnic group, religious confession, etc. is entitled to social protection from the state, the latter including social welfare and social assistance.

At the same time, we must specify that the public system for social welfare, according to the Law on public system for social welfare (No. 489-XIV) of July 1999, is organized and functions based on several principles, including the principle of equality, which grants all participants in the public system, both donors and beneficiaries, equal rights and opportunities in compliance with the legislation in force.

55. The general law on retirement also defines the persons with right to successor's pension; thus:

- the survived spouse is eligible for successor's pension provided at the time of demise of the provider or during 5 years following the demise, the survived spouse reached the retirement age or has been diagnosed with disability of severity I or II, has lived a minimum of 15 years of marriage with the deceased person, and hasn't remarried;

- the successor's pension is granted to the survived spouse or the person with provider's children of less than 3 years old in care for the period of unemployment. It should be mentioned that the successor's pension is granted provided the deceased person was retired or complied with retirement pension requirements.

Article 12

56. The right to access health care services is one of the fundamental rights of the population; it is regulated by article 36 of the Constitution of the Republic of Moldova. Access to medical health care services is also regulated by the legislative documents in force.

Access to medical health care services is regulated by the following legislative documents:

The Law on health care (No. 411-XIII) of March 23, 1995;

The Law on children's rights (No. 338-XIII) of December 15, 1994;

The Law on the minimum free health care guaranteed by the state (No. 267-XV) of February 3, 1999;

The law on reproductive health care and family planning (No. 185-XV) of May 24, 2001.

In Moldova men and women have equal rights to access medical care services.

The Law on reproductive health care and family planning has been adopted in 2001. In order to rationalize and improve the medical care system in regard to family planning and reproductive health care, the National Program for years 1999-2003 for assistance in reproductive health care and family planning areas has been developed. The Program places emphases on services for adolescents and

single persons and prevention of abortions. During the past 5 years, the rate of effective use of contraceptives has increased from 24.6 per cent to 34.8 per cent. People of various age, professions, and social status are getting involved in the family planning assistance.

Following are the professions involved in family planning:

a) medical workers – obstetricians and gynecologists, family doctors, sexual pathologists, geneticists, pharmacists, midwifes, and nurses;

b) non medical workers – pedagogues, psychologists, legal councilors, politicians, parliamentarians, business people.

Institutions and organizations involved in family planning:

- the Parliament – providing legal advice in family planning;
- the Government – political, financial and organizational assistance;
- Medical institutions – providing counseling, preventive and informational assistance in family planning and reproductive health care;
- Schools – adolescents' sexual education.

According to the legislation in force, in order for the wife to access medical care services as well as family planning assistance husband's agreement is not required.

There are no laws and policies in Moldova that would impose the use of family planning methods. It is the patient's free choice.

Presently, there is a network of institutions providing assistance in family planning issues throughout Moldova: the Republican Center for Family Planning, 45 offices for family planning (within each Center of family doctors) and three centers for women health care (i.e. Dalila in Chisinau, Ana in Drochia, and Virginia in Cahul). Young unmarried couples, adolescents, and women benefit from assistance concerning family planning and reproductive health care.

All these locations provide informational materials and contraceptives that are freely available for young people and women.

According to the Law on the minimum free health care guaranteed by the state (No. 267-XIV) of February 1999, antenatal and maternity care are granted for free.

Women in Moldova have free access to basic medical health care at their residency. Access to health care has significantly improved following the reorganization of the health care system. Beginning with 1998 a network of centers providing basic health care assistance throughout Moldova has been established; these centers comprise medical check points, family doctors' offices, health care centers, and family doctors' centers and are staffed with family doctors and nurses. Specialized health care is provided through secondary and other type of medical institutions.

The state does not provide adequate nutrition to women during pregnancy and breast feeding periods.

Offices for family planning are operating within each Center of family doctors with counseling in regard to family planning and contraceptives available for free. The primary beneficiaries of contraceptives are persons from socially vulnerable groups, mothers with numerous children, women

with severe extra genital pathologies, women at severe obstetrical risk, disabled persons at fertile age, adolescents, and young people under age 24.

57. One of the major problems faced by Moldova is infant and maternal mortality. The mortality level among women at fertile age (16 – 54 years) is still very high and constitutes 260.8 per 100 thousand people in 2002 compared to 248.8 per 100 thousand people in 1997. Tumors, cardio vascular diseases, respiratory diseases, and digestive diseases are some of the most commonly spread diseases.

Table 18: Dynamics of Female Mortality with Indication of Causes

Indicators	1998		1999		2000		2001		2002	
	total	women	total	women	total	women	total	women	total	women
Tumors	82.2	58.6	84.0	63.1	81.7	62.2	86.7	62.3	90.1	66.4
Cardio vascular diseases	102.3	52.0	111.1	51.9	110.5	58.0	118.2	58.7	120.0	62.6
Respiratory diseases	29.0	8.9	28.3	10.6	28.8	10.9	30.6	9.9	29.6	11.6
Digestive diseases	65.3	37.7	65.7	38.0	69.4	44.1	77.0	48.2	78.5	52.6

58. In order to improve health assistance to mothers and children, in 1997 the National Program for Perinatology was approved and successfully implemented. The major objectives of this program were to reduce perinatal mortality, neonatal premature mortality and maternal mortality; establish a regionalized system of neonatal medical care; and implement new technologies. As part of the Program, in the past 2 years, 10 Perinatal Centers of level II and one of level III (the Institute of Scientific Research for Mother and Child Health Care) have been created and equipped; staff has been trained with particular emphasis on areas of individual care and depletion of polipragmazie; maternity hospitals have been repaired and appropriate conditions set in place. The viable system of reorganized assistance in perinatal care and the three level birth systems contributed to the depletion of perinatal mortality, neonatal premature mortality and maternal mortality. Thanks to the measures taken at national level, infant and maternal mortality are decreasing.

Table 19: Dynamics of Perinatal Mortality, Neonatal Premature Mortality, Infant and Maternal Mortality

#	Indicators	1997	1998	1999	2000	2001	2002
1.	Perinatal mortality rate (per thousand live and dead births)	14.8	14.8	13.9	15.2	14.7	13.1
2.	Neonatal premature mortality rate (per thousand live births)	7.7	8.1	7.1	8.5	7.1	6.3
3.	Infant mortality (per thousand live births)	19.8	17.5	18.2	18.3	16.3	14.7
4.	Maternal mortality (per 10 thousand live births)	48.3	36.3	28.6	27.1	43.9	28.0

Following are the diseases most frequently causing infant mortality: perinatal diseases, congenital malformations, air transmitted diseases, traumas and intoxications.

Table 20: Dynamics of Infant Mortality

Causes of infant mortality	1998	1999	2000	2001	2002
Perinatal diseases	1st place– 5.9%	1st place– 5.9%	1st place– 6.4%	1st place– 5.1%	1st place– 4.3%
Congenital malformations	2nd place– 4.3%	3rd place– 4.37%	2nd place– 4.5%	2nd place– 4.6%	1st place– 4.6%
Respiratory diseases	3rd place– 3.9%	2nd place– 4.8%	3rd place– 3.7%	3rd place– 3.5%	3rd place– 2.8%
Traumas and intoxications	4th place– 1.42%	4th place– 1.46%	4th place– 1.5%	4th place– 1.6%	4th place– 1.5%

Following the successful implementation of this Program, the Republic of Moldova has been selected by the WHO as pilot country in Europe for the implementation of international strategy "Pregnancy without risks". This strategy aims at enhancing access to quality and effective medical care by developing standards and impact indicators for each area; implementation of the strategy would eventually help reach the goal of "Providing a healthy start in life" to each new born child.

59. In order to continue the implementation of the National Program for Perinatology, a new Promotional Program has been developed. The Program aims at promoting quality perinatal services for the period 2003-2007 and will be focusing on areas of perinatal medical assistance that haven't had a positive outcome in terms of implementation of program strategies. The program will outline detailed action plans for improving the current situation in maternal and neonatal care, i.e. reducing

the maternal mortality, perinatal mortality and premature neonatal mortality ratios for years 2003-2007 by 30 per cent, and infant mortality ratio from 7.2 to 5 per 1000 live births.

Given the actions taken to improve the situation in this area, in 2002 the maternal mortality ratio comprised 28.0 per 100 000 live births.

Table 21: Dynamics of Maternal Mortality

	1998	1999	2000	2001	2002
Death cases	15	11	10	16	10
Live new borns	45 000	38 908	36 927	36 452	35 705
Maternal mortality, (per 100.000 live births)	36.6	28.3	27.1	43.9	28.0

In the past years, the natality ratio in the Republic of Moldova has been decreasing and mortality increasing with the reproductive indicator recorded as negative in 1998. In 2002, the natality ratio was 9.9 per thousand people.

Table 22: Dynamics of Demographic Indicators

	1998	1999	2000	2001	2002
Natality	10.9	10.1	9.8	10.0	9.9
Mortality	11.1	11.4	11.5	11.0	11.6
Reproductive indicator	-0.2	-1.3	-1.7	-1.0	-1.7

For the reported period, male mortality rate is higher as compared to female mortality rate.

Table 23: Dynamics of Mortality

	1998	1999	2000	2001	2002
Men and women	1093.1	1133.0	1132.8	1103.8	1155.4
Men	1174.1	1224,5	1214.8	1188.3	1240.1
Women	1018.6	1050.6	1057.6	1026.1	1077.5

In 2002, the average life expectancy for women was 71,8 years and for men 64,5 years.

Table 24: Span of Life

	1998	1999	2000	2001	2002
Men and women	66.6	67.8	67.4	67.6	68.2
Men	62.9	64.3	63.7	63.9	64.5
Women	70.3	71.5	71.0	71.2	71.8

In Moldova, approximately 91 per cent of women are granted prenatal medical assistance; the remaining 9 per cent are not granted such assistance due to migration or because such assistance is not requested.

In 2002, the ratio of live births per women was 0,035.

Approximately 70 per cent of women of fertile age use contraceptives.

Among the birth control methods, intra uterine device comprises 21 per cent, interrupted sexual intercourse – 24 per cent, condoms – 9 per cent, periodic abstinence from sexual intercourse – 9 per cent, hormonal contraception – 5.5 per cent, and sterilization by medical induction – 2 per cent.

According to the legislation in force, the woman is free to choose the organization providing family planning; the legislation also stipulates that there is no need in husband's approval of health care assistance provided to the wife.

There are 60 365 people enrolled in the public health care system, including 48 384 women comprising 80.2 per cent; most women working in the health care sector are employed as nurses, medical workers and medics. Traditionally, medical institutions are managed by men.

Traditional medical practices have been approved and included in the official nomenclature of medical specializations. Presently, within medical institutions throughout the country there are 32 specialists in acupuncture and 4 in homeopathy.

60. In the Republic of Moldova abortions are legal and executed at woman's request up until the 12th week of pregnancy. Interruption of pregnancy during the 13th– 22nd week is executed following medical and social assessments. According to the legislation in force, abortions are voluntary acts and are performed free of charge.

During the past five years, abortion rate decreased by 47 per cent, from 27.3 per 1000 women of fertile age in 1998 down to 14.5 in 2002.

Table 25: Dynamics of Legal Abortions

	1997	1998	1999	2000	2001	2002
Abortions' ratio, (per 1000 women of fertile age)	32,3	27,3	23,0	21,6	14,9	14,5

Although in Moldova abortions are legal, there are records of illegal (criminal) abortions which increase the risks of maternal mortality. In 2002, the maternal mortality rate caused by illegal abortions was 10 per cent, compared to 6.25 per cent in 2001.

Table 26: Dynamics of Illegal Abortions

	1998	1999	2000	2001	2002
Number of abortions	33 229	19 315	18 426	16 028	15 739
Illegal abortions	41 (0.12%)	24 (0.12%)	25 (0.13%)	10 (0.06%)	8 (0.05%)
Maternal mortality rate, (caused by illegal abortions)	26.6%	9.1%	0	6.25%	10%

All women with incomplete illegal abortions are provided medical stationary assistance.

Voluntary sterilization by medical induction is performed by request, prevalently to women, and constitutes 2 per cent.

In 2002, following the fruitful collaboration with UNFPA (United Nations Population Fund), $US 300,000 worth of contraceptives were donated for further distribution to population of fertile age, especially socially vulnerable groups, adolescents, young people under 24, disabled persons etc.

61. The increasing incidence of sexually transmitted diseases (syphilis, HIV/AIDS) represents a major problem in the public health sector. The incidence of sexually transmitted diseases is directly influenced by sexual behavior and education, use of contraceptives, premature sexual relations, social and economic environment. Preventive measures form the key strategy for eradicating sexually transmitted diseases, including HIV/AIDS. These measures are as follows:

- informing patients on sexually transmitted diseases;
- promoting preventive actions;
- yearly diagnosis and effective treatment of sexually transmitted diseases.

Family planning programs form an effective tool in dissemination of information concerning risks and complications associated to sexually transmitted diseases and sexual behavior with no risk involved. These programs promote the use of condoms not only as a contraceptive measure, but a prevention

method as well. Sanitary education within the family planning programs is provided both, within and outside medical institutions.

The Law on prevention methods against HIV/AIDS (No. 1460-XII) was approved on May 25, 1993. The National Program for 2001-2005 on preventing and fighting HIV/AIDS and sexually transmitted diseases was approved in June of 2001. The major objectives of this program were to reduce the incidence of HIV/AIDS, STD, improve the epidemiological situation in the Republic of Moldova, and minimize the consequences of HIV/AIDS at individual, community and society levels. In the same connection, a National Guide on preventing the propagation of HIV/AIDS from mother to fetus was developed.

Persons involved in delivering health services to people with HIV/AIDS, are provided following benefits: increase in wages, reduced work hours, additional leave, and means for personal safety.

Of the eighteen HIV positive cases registered in 2002, five (or approximately 27.7 per cent) were women; of them, 4 from urban area and 1 from rural area. In 2002, there were eight registered cases of HIV positive, including 3 women (comprising 37.5 per cent), all from urban area.

The percentage of HIV positive women recorded in 2002 was higher compared to 2001, comprising 32.2 per cent as opposed to 26.7 per cent, with prevalence (92 per cent – 82 per cent) of persons from urban areas.

HIV/AIDS is preponderantly spreading among intravenous drug users (IDU) – 82.23 per cent, with cases of infection acquired through sexual relations comprising 13.55 per cent. The disease affects young persons (age group between 15-19 years: 14.40 per cent; between 20-29 years: 58.63 per cent; between 30-39 years: 21.94 per cent). In the Republic of Moldova, likewise other CIS countries, HIV/AIDS is a consequence of drug abuse. Just like HIV/AIDS, sexually transmitted diseases (STD) are predominantly affecting young persons under age 29 (approximately 55 per cent). In 2002 and the past years, the incidence of syphilis and gonorrhea has been depleting.

Table 27: Sexual Infections

	1997	1998	1999	2000	2001	2002
Infected with syphilis (per 100 thousand)	188.4	155.6	109.0	91.4	96.5	90.4
Infected with gonorrhea (per 100 thousand)	70.6	64.9	59.0	49.1	39.8	39.6

In 2002, there were 20 cases of infection with syphilis among children under age 14 (in 2001 – 47 children were diagnosed with the same disease), 2 of which acquired through sexual relations. During 2002, there were 3 cases of children infected with premature congenital syphilis, as opposed to 10 cases recorded in 2001 and 13 cases in 2000.

Most persons infected with syphilis did not have a permanent occupation at the time they were diagnosed and, compared to year 2001, this rate has increased from 80 per cent to 83.6 per cent in 2002. Cases of infection among pregnant women comprise 1 per cent.

The fact that training, testing, and certification programs for medical workers are now supplemented with special compartments on issues of concern ensured the necessary environment for preventing HIV/AIDS in sanitary institutions.

62. A major risk for public health in the Republic of Moldova is the use of narcotics and psychotropic substances. Statistic data for 2002 indicates that, although the circulation of narcotics has stabilized, the overall situation in the republic continues to be very drastic. In 2002, there were 1665 recorded cases of drug addiction, compared to 1250 in 2001. There are 7993 drug addicts under medical supervision.

Table 28: Incidence through Drug Use (per 100 thousand inhabitants)

	1997	1998	1999	2000	2001	2002
Drug addicts	22.3	31.3	33.8	33.2	24.6	32.1

A survey of drug users classified by age revealed that in 2002 the highest incidence was recorded among young people under 25 – 87.3% (compared to 84% in 2001). Of them 88.4% were men and 11.6% women. One hundred and thirty one people died of over dose in 2002.

Given the international conventions that Moldova has signed, i.e. the Single Convention on Narcotic Drugs (1961), Protocol of the United Nations Conference to Consider Amendments to the Single Convention on Narcotic Drugs (1972), Convention on Psychotropic Substances (1971), United Nations Convention against Illicit Traffic in Narcotic Drugs and Psychotropic Substances (1988), several modifications in the Moldovan legislation have been adopted. Recently, a series of measures aimed at counteracting the use and circulation of narcotic drugs during years 2003-2004 have been approved.

63. In the 21st century, pandemic tobacco use could become the primary cause of evitable mortality and premature mortality. Results of a sociological survey conducted in 2002 regarding women's attitude towards their lives indicates that 21.3% of women smoke 1-2 cigarettes a day, 25.6% smoke 2-3 cigarettes a day, 47.6% smoke 5-10 cigarettes a day, and 5.5% of women smoke a pack of cigarettes a day.

Eighty one per cent of women smokers are under age 20; of them 24.3% are under age 16. Such a tremendous increase in the use of tobacco products among women is due to several social and psychological factors of stress, economical instability, and desire to relax by using a low-cost drug such as tobacco.

Article 13

64. In the Republic of Moldova families with children needing social assistance for educating and providing appropriate care for their children are awarded compensations for children under age 16.

Following are the types of compensations awarded to families with children:

- single compensation granted at child's birth;
- monthly compensation for children under age 1.5;
- monthly compensation for children aged 1.5-16, including for the child taken under guardianship or trusteeship (in case of children enrolled in schools, lyceums, gymnasia – until their graduation from the given institution).

In order to improve the system of awarding child compensation, the responsibility of calculating the compensation granted to employed parents was transferred from the economical enterprises onto the system of social protection.

All expenses on payment of compensations to families with children are covered from the funds available in the state budget for social insurance (for persons with insurance) and from the funds available in the state budget for uninsured persons.

The Law on family compensations, which presently is being drafted, aims to set in place a more effective system for calculating and paying compensations to families with children. This law will also provide a method for an effective assessment of beneficiary's income. This provision is very much needed due to precedents where monthly compensations to families with children aged 1.5-16 were awarded on insufficient grounds.

65. In accordance with article 26 of the Law on financial institutions (No. 550-XIII of July 211995), banks could extend credits within the restrictions of their business authorization. Article 32 of the same law stipulates that, when extending a credit, banks require solicitors to provide supporting documents that could ensure their credibility in terms of reimbursing the credit.

The primary principles of credit activity within commercial banks are regulated through the Policy on credit activity of banks operating in the Republic of Moldova, of December 25 1997. According to the provisions of this policy, a commercial bank develops and implement its own credit policies and procedures through a general policy and specific policies approved by the bank's Board of Directors. The set of policies defines the principles and methods of assessing customer's credibility and capacity to repay the loan, including adequate methods for evaluating the balance sheet, profit and loss statement, collateral and other securities pledged as guarantee for repayment, and establishes the payment terms.

The legislation in force stipulates that solicitor's credibility is the final criterion for selecting the beneficiary of credit extended through a commercial bank. This criterion is equally applicable to all solicitors irregardless of their occupation or civil status.

The National Bank hasn't segregated the statistic data based on the number of women benefiting from credit lines or their proportion of the total number of beneficiaries.

66. In the Republic of Moldova, the involvement of women in business activities is accompanied by severe problems caused by a very law level of assistance from the state. Despite the results of a sociological survey which revealed that over 27 per cent of women would like to operate a private business, the area of developing business opportunities for women is basically ignored.

Women's participation in business activities represents a viable alternative to unpaid household related activities and unemployment. Traditionally, women in Moldova, were involved in humanitarian education, pedagogy, medicine and linguistic. During the past years, the number of young women attending economy and legal courses traditionally envisioned as men's prerogatives has increased.

Records from the Department of Statistics and Sociology are not classified based on women and men's representation in business area

According to sociological surveys, the proportion of women involved in business activities is as follows:

- 1-2% in large business operations (leaders of large enterprises, corporations, financial trusts);
- 10% mid-sized business operations;
- 40% small-sized private business operations.

A positive aspect in the development of business operations in Moldova is the increasing number of business women.

According to data provided by the Small Business Association of Moldova, approximately 43 per cent of employed women are involved with small and medium size businesses, with men comprising 57 per cent.

Table 29: Number of Leaders based on Gender and Residential Areas

YEAR	WOMEN			MEN		
	Total	Urban	Rural	Total	Urban	Rural
1999	1385	1223	162	6939	5208	1731
2000	1339	1004	335	6625	5030	1595
2001	1943	1355	588	5448	4189	1259

Ministry of Labor and Social Assistance together with Leadership Programme, UNDP Moldova has had a positive experience through organization of training sessions for 33 local entrepreneurs (15 men and 18 women) on the subject of gender-sensitive management of human resources. 4 entrepreneurs (with more than 10 employees) worked out social plans for 2004 through gender equality lens. These entrepreneurs formed a communication network and common action plan with Gender Development Centers from their regions.

Article 14

67. The primary field of the national economy and social sector in rural areas are agriculture, education and medicine. Women represent the majority of employed labor in these areas.

The Department for equal opportunities and family policies within the Ministry of Labor, Social Protection and Family in coordination with the Department of Statistics and Sociology have prepared a project proposal and filled in an application for assistance from the Japanese International Cooperation Agency (JICA). The project objectives are to assess gender situation in rural and urban areas, collect data that would form the ground for formulating national policies on gender development, update the existing data and monitoring systems with regard to women's situation. The application date was August 2002; unfortunately the proposal was not approved.

68. The National Strategy for assistance in family planning and reproductive health for the period of 1999-2003 provides the delivery of family planning services at place of residence. These services are addressed to women from urban and rural areas. It is however obvious, that women in rural areas have a reduced access to specialized services, including family planning. The Ministry of Health undertook a series of measures aimed at improving the overall situation in the health sector by training family doctors and nurses in areas of family planning and by staffing the primary health care institutions.

The highest rate of maternal mortality is among women from rural areas, with the highest rate recorded in 1998. Of the 15 reported cases of maternal mortality 12 (80%) were recorded in rural area.

Table 30: Maternal Mortality

	1998	1999	2000	2001	2002
Total	15	11	10	16	10
Women from rural areas	12 (80%)	4 (36.3%)	6 (60%)	8 (50%)	6 (60%)

Another problem of major social and economic concern is women's health in relation to work conditions.

69. The tobacco industry in the Republic of Moldova continues to be one of the primary sectors of agriculture. During the last years, over 45.5 thousand people were employed in the industry (growing and processing activities), of them 79.1% were women. Scientific researches have been conducted to determine professional, social and hygienic factors that have a major impact on health of women engaged in the tobacco industry. The results of these researches show that, for women involved in the tobacco industry, the incidence of contracting a disease is by 1.3 times higher then for those working in other areas of agriculture; the number of skin diseases is also by 4 times higher. The incidence of tumors of reproductive organs is by 1.6 times higher, salpingitis – by 1.4 times, endometritis – by 1.3 times, genital prolapse – by 3.2 times, menses deviations – by 2.0 times, and spontaneous abortions – by 1.6 times. Indicators of general morbidity and deviations specific to female's organism are generally higher for women working in the tobacco industry as opposed to women from rural areas not involved in this industry.

70. In order to consolidate the status of women and young women in society, the National Center for Studies and Information on Women's Issues in collaboration with the National Agency for Employment of Labor Force, subdivision of the Ministry of Labor and Social Protection, with funding provided by the US Department of Labor, have implemented beginning with 2002 the 'Regional Empowerment Initiative for Women' (REIW). During 9 months of project implementation, approximately 5 thousand women aged 15-29, primarily unemployed, from 6 former judets (counties) were provided training. Workshops included training in developing personalities, including courses on self-esteem building, anti-trafficking campaigns, support and training for women entrepreneurs to create sustainable enterprises. Following this training 5 young women who developed comprehensive business plans and proved to have strong desire to create sustainable profitable operations, benefited from small grants to start up their own businesses. These businesses created job opportunities for 12 women at-risk beside the beneficiaries.

Article 15

71. As previously mentioned, the equality principle is guaranteed by the Constitution. The national legislation is grounded on concepts of recognition of equality of all citizens, non-violation of property, contractual freedom, non-interference with private matters, free exercise of civil rights, one's rehabilitation to former rights and privileges and possibility to legally defend these rights. At the same time, according to the Civil Code of the Republic of Moldova (art. 23), civic capacity is recognized as equal for all individuals, irregardless of their race, nationality, ethnic origin, language, religion, sex, opinion and political membership, property, social origin, education or any other similar criteria. No one could be deprived of their capacity to use or capacity to exercise, with exception of cases stipulated in the legislation.

72. The Civil Code and Family Code set out the constitutional framework which regulates the preservation and distribution of spouse' property. Property acquired by spouse during marriage is subject to joint ownership provisions. Each spouse has the right to sign conventions through which he or she could own community property, with exception of real estate, with the consent of the other spouse being presumed (article 21 of the Family Code). Property owned by each of the spouse before marriage, goods received by one of the spouse during marriage as presents, acquired based on a will or any other convention is treated as if it were individual property.

According to article 29 of the Family Code, parties involved in a marital agreement cannot include provisions that could affect spouse' juridical capacity or capacity to exercise, right to address to legal courts for settlement of personal matters between spouse, including rights and obligations between spouse and their children which may discriminate against a parent's right to custody due to a disability, inhibit the parent's rights and ability to provide for the physical and emotional needs of the child at issue, as well as provisions that run counter to principles and nature of family relationships.

73. Free access to justice is regulated in article 20 of the Constitution of the Republic of Moldova which stipulates that no person shall be deprived of rights and liberties without due process of law. Article 5 of the Law on the Bar No. 1260 – XV of July 19 2002 stipulates that the State guarantees professional legal assistance to all persons acting under color of law. In cases authorized by law,

payment for professional legal assistance is made from the state budget. At the same time, given the person's financial capacities, the advocate may provide legal assistance for no charge.

74. According to article 5 of the Penal Code of the Republic of Moldova, ratified in April 2002, persons who have committed felonies are equal before law and shall be punished irregardless of their sex, race, color, language, religion, political or other views, national or social origin, ethnic group, property, ancestry or more of those characteristics.

According to article 176 of the Penal Code, violation of citizen's rights and privileges guaranteed through Constitution or other laws of the Republic of Moldova, because of their sex, race, color, language, religion, political or other views, national or social origin, ethnic group, property, ancestry or more of those characteristics, committed by:

a) a person in the service of public and

b) resulting in significant prejudices,

shall be punished by a fine of 300 to 600 conventional units or by imprisonment for up to three years, in both cases with (or without) deprivation of the right to hold certain positions or exercise certain activity during a period of 2 to 5 years.

75. Persons who leave and work legally are under jurisdiction of the employing state and international law.

76. The Republic of Moldova aims at guaranteeing its citizens who leave and work in other countries the same social protection benefits as for the native citizens. In order to ensure most adequate work conditions for migrant workers and to enforce provisions of the legislation of the employing countries, the Republic of Moldova signed bilateral agreements on migration of labor force and social protection of migrant workers in countries with the most number of Moldovan workers. Thus, two agreements in the area of concern have been prepared and are ready to be signed, i.e. the Bilateral Agreement between the Republic of Moldova and Portugal regarding temporary residence for purpose of employment of migrant labor force from the Republic of Moldova in Portugal and the Agreement between the Government of the Republic of Moldova and the Government of Italy on the issue of labor.

The Government of Moldova also prepared the draft and started negotiations over the Agreement between the Government of the Republic of Moldova and the Cabinet of Ministers of Ukraine that settles collaboration tactics with regard to the issue of cross-border labor migration. The Collaboration Agreement between the State Migration Service and the Ministry of Labor and Social Affairs of Kuwait on the issue of exchanging information regarding the employment of citizens of the Republic of Moldova in Kuwait was signed in February 2002.

There have also been developed drafts of Agreements on the issue of labor migration with Benelux and Spain.

Employment records indicate that in 2002 over 231 thousand Moldovan citizens were employed or seeking job opportunities outside the country.

77. A top priority for the Government is to adhere to international conventions and resolutions. Thus, in 2002 Moldova signed the International Convention on the Protection of the Rights of All

Migrant Workers and Members of their Families. Presently the Government of Moldova is assessing possibilities to ratify this international document which would guarantee the citizens of the Republic of Moldova equitable, humane and lawful conditions as for the nationals of states of employment, i.e. France, Italy, Holland, Norway, Portugal, Spain, Sweden and Turkey, countries that already ratified this Convention. One of the provisions of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families stipulates that state parties shall take measures that they deem appropriate to facilitate the reunification of migrant workers' families.

78. For foreigners and stateless persons entering the country, the Law on migration (article 16) stipulates:

(1) Family migration aims at reunifying the family and keeping its integrity. Immigrant's family could include: spouse, children, parents, as well as persons under guardianship or trusteeship.

(2) Persons named in line (1) above, with exception of spouse' minor dependent children, can immigrate into the Republic of Moldova as permanent residents only if they settle to live with persons that have had permanent residency in the Republic of Moldova for no less than 3 years.

(3) Persons that intend to get a permanent residency status in the Republic of Moldova for the purpose of reunification of family shall apply for the immigrant identification card and prove that they have available accommodations and sufficient recourses to provide for the needs of the reunited family.

79. Simultaneously, with the ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, the Republic of Moldova will modify its legislation with regard to this issue.

Table 31: Statistic Data on Immigration into the Republic of Moldova, period 1998-2002

Years	**1998**	**1999**	**2000**	**2001**	**2002**
Entered the country, total	**1559**	**1516**	**1321**	**1293**	**1295**
Reasons for settling in the country:					
	34	16	8	10	14
parents	54	38	20	37	18
children	416	311	260	274	280
spouse	182	326	292	291	364
job opportunity	12	787	707	644	603
master's degree	16	19	7	22	5
training	6	17	26	13	7
other		2	1	2	4
Of them					
- **women**	**542**	**429**	**314**	**338**	**337**
- **men**	**1017**	**1087**	**1007**	**955**	**958**

icle 16

According to the legislation in force, the family and family matters are protected by the state. nily rights are also protected through law, except for cases where such are contrary to the visions of law.

nily relationships, particularly conditions and provisions on entering, termination and annulment of arital agreement, personal relationships with regard to other than property, relationships arisen n marriage, kinship, adoption, provisions, conditions, arrangements, modalities and repercussions egal custody of orphans, children left without parent protection or in other vulnerable umstances, as well as other similar social and family related relationships are regulated in the ms of the Family Code, approved through the Law of the Republic of Moldova No. 1316-XIV of tober 26 2000, Civil Code approved through the Law of the Republic of Moldova No. 726-III of e 14 2002, and other normative acts complying with the principles of monogamy, free union ween a man and a woman, equality of family rights of spouses, mutual moral and material support, jugal faithfulness, priority of child education in the family, providing the best care and education, ending rights and interests of minors and family members unable to work, amiable solution of nily related issues, inadmissibility of deliberate interference in family relationships, free access to ally defend legal rights and interests of family members.

Thus, according to article 5 of the Family Code, all married persons have equal rights and igations in family relationships, irregardless of their sex, race, nationality, ethnic origin, language, gion, opinions, political membership, property and social origin.

suant to line (2) of article 2 of the Family Code, only a marriage solemnized by a civil officer horized by the state generates rights and obligations between spouses. Rights and obligations of uses come into force on the day the civil ceremony was registered with state civil offices (line (2) rticle 9 of the Family Code).

unmarried male of the age of 18 years or older, and an unmarried female of the age of 16 years or er, and not otherwise disqualified, who expressed their personal unconditioned agreement, are able of consenting to and consummating marriage. An unmarried male under the age of 18 years apable of consenting to and consummating marriage provided he is only by two years younger n 18. In such cases, the marriage must be approved and authorized by local public administration h which the persons at issue are registered as residents pursuant to their request and a written sent of the parents of the underage person.

With reference to rights and obligations of spouses, article 16 of the family Code stipulates t all family related disputes shall be mutually solved by husband and wife, in compliance with the nciple of equality in family relationships. Thus, relationships between husband and wife are based on respect and mutual support, common obligations to provide for the family needs and educate the ldren. Each of the spouses is free to independently decide whether to continue with the present upation or choose another one. When consenting to marriage, spouses are free to choose either the er spouse's family name, the connected family names of both spouse, keep the family name they l before marriage, or the combination of spouse' name and their own family name.

83. With reference to legal ownership rights over spouse property, article 17 of the Family Code stipulates that property acquired by spouses during marriage is community property of the husband and wife. All property, real or personal, acquired by a married person during the marriage is community property. Each of the spouses has the right to conclude conventions through which he or she takes ownership over the community property, with exception of real estate, with the consent of the other spouse being presumed (article 21 of the family Code). All property owned by each of the spouses before marriage, goods received by one of the spouse during marriage as presents, acquired based on a will or any other convention is treated as if it were individual property. A legal authority may decide that the value of separate property owned by each of the spouses is classified as joint property if it will be proved that, during marriage, community property, property owned by one of the spouses or earnings acquired through work of one of the spouses has substantially increased (articles 22 and 23 of the family Code). Community property can be distributed during marriage and after termination of marriage, pursuant one of spouses request and following a mutual agreement between spouses. In case of disagreement, calculation of each spouse' share of the community property and distribution of shares are made following legal proceedings (article 25 of the Family Code). When distributing the community property, spouses' shares are regarded as equal except as otherwise provided by the marital agreement. The Marital Agreement is the convention freely concluded by persons who wish to marry or by spouses, which stipulates the rights and duties of marital partners during marriage and /or after its termination (articles 26 and 27 of the Family Code).

84. Provisions regarding the grounds for termination of marriage are stipulated in article 33 of the Family Code. Pursuant to this article, a marriage is terminated in case of death of one of the spouses or if a legal authority has declared the death of one spouse. A marriage may be terminated through divorce (separation), based on a petition filled in by one of the spouses, both spouses, guardian or by the spouse declared. If the wife did not consent to divorce, the husband cannot call for dissolution of marriage during the pregnancy of his wife and after one year after the child's birth, provided it was born alive and is still alive (article 34 of the Family Code). According to article 35 of the Family Code, a marriage may be terminated by the state civil office authorities or any other legal authorities pursuant to legal proceedings.

85. According to article 74 of the given Code, the parents are obliged to provide for the material needs of their minor children unable to work. The compensation for providing for a minor child is paid in a fixed cash amount; modalities for payment of compensation are regulated through a contract signed between the parents or between the parents and the minor dependant child unable to work.

The Family Code also stipulates the right of the former husband to receive material support after the divorce.

Thus, pursuant to article 83, any of the following are eligible for material support provided by the former spouse based on the decision of legal authorities:

a) former wife, during pregnancy;

b) former spouse, providing for the needs of the child born in the former marriage from its birth date until the age of 3;

c) former spouse, necessiting material support to provide for the needs of the disabled child until the child attends the age of 18 or for the child born in the former marriage, who was born with disability of level 1;

d) former husband who, during marriage or after one year following its termination, was classified as unable to work;

e) former husband who reached the retirement age during maximum 5 years following the termination of the marriage, provided spouses have lived at least 15 years in marriage.

The quantum of the compensation paid by one of the spouses (former spouse) to the other spouse is determined by the legal courts and constitutes a fixed cash amount paid monthly. When determining the compensation amount, legal authorities take into consideration the material situation and family relationships between spouses (former spouses) as well as other relevant circumstances.

The Family Code also comprises provisions for cases when the legal courts have the authority to relief one of the spouses (former spouse) of the obligation to provide material support or confine these obligations within certain limits.

86. Pursuant to the provisions of the Penal Code approved through the Law of the Republic of Moldova No. 985-XV of April 18 2002 and the Code on administrative sanctions approved through the Law of the SSR of Moldova on March 29 1985, the husband who committed domestic violence against his wife is held liable to punishments. It should also be mentioned that presently the Law on domestic violence is being drafted.

Part three

Conclusions

A. Progresses in the issue of woman's advancement

87. The participation of the Republic of Moldova at the 4th World Conference in Beijing (1995), special session of the UN General Assembly "Woman 2000: gender equality, development and peace in the 21st century" (New York), as well as the ratification of international acts on issues of concern had greatly impacted the process of developing the national gender policy.

A positive indicator in the process of moving towards a democratic society and recognizing the need to implement the gender concept within the Moldovan society is that, at present, there is a state regulated mechanism that supports and promotes women's advancement.

88. The legislation in force recognizes the principle of equal opportunities for men and women in all areas. The principle of equality is guaranteed by a number of organic and ordinary laws. This by its self is a proof that, following the adherence to a number of international conventions, Moldova has set human rights issues in general and gender equality in particular as its top priorities.

89. The 2003-2005 National Plan for promoting gender equality at all society levels has been approved. At the same time, in order to develop a viable legal foundation for the issues of concern, following laws are being drafted:

- Law on gender equality;
- Special Law on preventing and counteracting domestic violence;
- Law on prevention and counteraction of human trafficking.

90. During this period, a series of administrative and legislative measures have been undertaken; these measures focused on advancing the status of women in the society and protecting her rights and liberties, and solving woman, child and family related issues. The ratification of these specific laws will ensure women's constitutional rights and create equal opportunities for women and men, which will support Moldova's development into a stable and secure democracy.

91. Efforts of the national mechanism for promoting gender equality targeted the specific problems encountered in the implementation of gender policies namely the elimination of all forms of gender discrimination, including discrimination on the labor market. Programs implemented during this period contributed to the leadership advancement of women, their health protection and validation of their rights to reproductive health care.

92. During the past few years, non-governmental organizations have significantly increased their involvement in the area of concern. The cooperation between state institutions and non-governmental organizations has been a key factor in strengthening operational activities of all participants in the process of rehabilitation of social infrastructure.

Measures undertaken by the development programs and by health care institution resulted in a decrease of the maternal and infant mortality rates.

93. Successful project implementations within over 40 women's organizations is a fact that cannot be ignored. Non-governmental organizations and state institutions are coordinating their efforts in the implementation of international projects on gender equality, human trafficking and domestic violence.

B. Unsolved Issues

94. The transition towards a market economy led to high levels of poverty primarily affecting women. Women occupy the majority of unemployed labor in the republic. Almost half of unemployed women have high education degrees, the remaining have upper-secondary education and vocational schools' education; their average age is 30 years.

Women's economical situation is worsening: only 0.75 per cent of women are rich; 10.7 per cent are financially secure; 54.6 per cent have modest incomes; 25.6 per cent are at the absolute poverty line; and 8.4 per cent are below the absolute poverty line.

With the same level of training as men, women compose the majority of the unpaid labor force and, when paid, are paid at lower than men salary levels.

95. The share of women at the decision making-levels is still very low; the government will create mechanisms that will ensure the implementation of gender equality policies within state institutions and political parties. State institutions in cooperation with representatives of the civil society are going to develop and implement projects to raise public awareness on sensitive gender issues.

96. Violence against women remains one of the major concerns in the Moldovan society. It represents a violation of fundamental human rights, i.e. right to live, right to physical and moral integrity. Mass media and other civil society organizations must identify their role in raising public awareness on the issues of gender equality, consolidation of the legal framework, and creation of mechanisms that would stop the dissemination of violence, pornography and indecent job offers in the local mass media.

97. Human trafficking has become a plague that severely affects the Moldovan society. This complex moral and social phenomenon is closely related to the issues of organized crime, illegal migration and unemployment.

98. Another area of major concern is the worsening social and economic status of women in rural areas who are directly affected by the crisis in the agricultural sector. Rural areas will benefit from additional trainings on gender equality. The development and support of gender initiatives among women from rural areas must become a top priority in the implementation of the national gender policy.

99. Lack of a solid and viable national mechanism on gender equality remains a serious concern and resulted in losses of some major central and local-level links. Implementation of gender policies throughout the republic could be negatively impacted by the reduction of the number of gender focal points. However, all efforts are made to find the optimum solution to this problem.

Annex 1

The evolution of unemployment indicators for the period 1995-2002, active population as well as evolution of unemployment according to the definitions of the International Bureau of Labor (IBL) is shown in the tables below.

Dynamics of Unemployment in the Republic of Moldova, 1995-2002

		1995	1996	1997	1998	1999	2000	2001	2002
A	B	1	2	3	4	5	6	7	8
Registered at employment offices	pers	45365	46333	49518	63296	57834	50848	59505	63327
Employed	pers	16480	19573	21078	22386	19121	22085	24124	24262
Beneficiaries of unemployment compensation	pers	19747	19563	18180	19921	25315	23740	16066	12623
Unemployed beneficiaries of professional training (beginning of year), of them trained	pers	7511 5188	8927 5436	10583 6749	11456 7263	10216 7286	9023 5253	6999 5325	8572 4846

Unemployed enrolled in remunerable public work activities	pers	595	737	971	1360	839	1127	1179	2398
Unemployed, recorded at the end of the year	pers	24543	23426	27973	32021	34918	28873	27646	24019
Unemployment rate	%	1.4	1.5	1.5	1.9	2.1	2.1	2.0	1.9

Economicly Active Population, thousands

	1997	1998	1999	2000	2001	2002-3rd qtr.
Population, total	**3659**	**3652**	**3646**	**3639**	**3630**	**3620**
Economically active population	**1671**	**1809**	**1682**	**1655**	**1617**	**1663**
Employed	1646	1642	1495	1515	1499	1566
Employed, paid salaries	1237	1125	932	810	780	880
Employed, unpaid salaries	409	517	563	705	719	650
Unemployed, IBL	-	280	187	140	118	97
Registered unemployed with LFO, end of year	27,8	32,0	34,9	28,9	27,6	24,0
Unemployment rate, %: IBL	-	12,8	11,1	8,5	7,3	5,8
Recorded	1,5	1,9	2,1	2,1	2,0	1,6

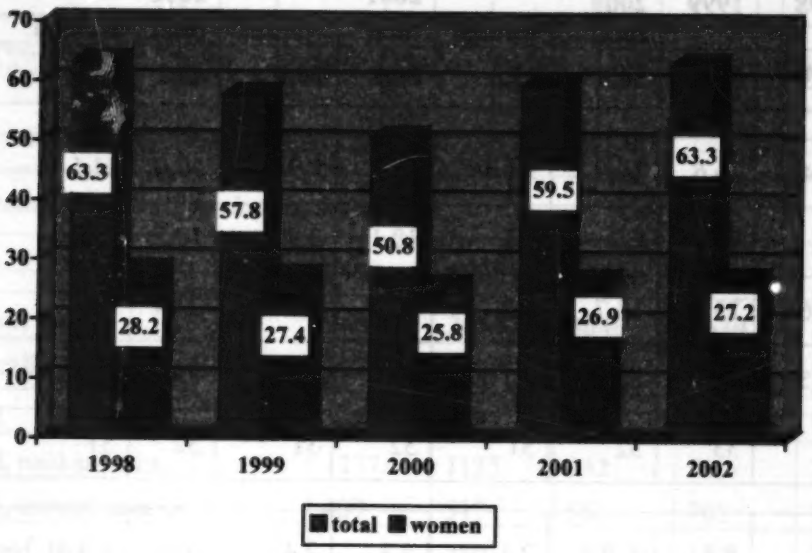
Unemployment based on IBL criteria, thousands

Year	Total unemployed, thousands	Rate, %	Unemployed, urban	Rate, %	Unemployed, rural	Rate, %
1998	280,0	12.8	-	-	-	-
1999	187,0	11.1	134,4	19.1	52,8	5.4
2000	140,0	8.5	107,5	15.7	32,5	3.4
2001	118,0	7.3	91,9	13.8	25,8	2.7
2002-3rd qtr.	97,0	5.8	71,1	10.4	25,8	2.6

Registered Unemployed by Age Groups, thousands

	1998	1999	2000		2001		2002	
			total	women	total	women	total	women
Total per year	**63,3**	**57,8**	**50,8**	**25,8**	**59.5**	**26,9**	**63,3**	**27.2**
By age groups:								
16-24	20,4	16,6	16,6	9,6	17,7	9,9	20,0	11,5
25-29	7,8	7,0	6,7	3,1	10,1	3,9	10,5	3,7
30-44	24,6	23,3	18,7	9,0	22,6	9,2	23,4	8,2
45-60	10,5	10,9	8,8	4,1	9,1	3,9	9,4	3,7
Average age	32	33	32	31	32	31	32	31
By level of education:								
High education	4,3	5,2	3,7	2,1	4,3	2,4	3,3	1,8
Upper secondary	8,6	9,1	6,8	4,4	7,0	4,3	5,2	3,0
Vocational school	16,3	14,2	13,6	5,5	17,8	6,0	16,1	4,6
General education and incomplete general education	34,1	29,3	26,7	13,8	30,4	14,2	26,2	11,8

Registered Unemployed, by gender and age group, 1998-2002, thousands



Dynamics of remuneration based on gender

Field of activity	1999			2000			2001			2002		
	women	men	%	women	men	%	women	men	%	women	men	%
Science	346	382	110	490	586	120				780	876	112
Culture	207	311	150	220	296	134	274	363	132	415	550	133
Public Administration	413	492	119	508	605	119	705	764	108	994	1003	101
Education	178	213	120	255	354	139	291	333	114	469	524	112
Health Protection	169	203	120	234	294	125	309	382	123	502	618	123
Agriculture	192	225	117	263	289	110	295	319	108	347	383	110
Forestry	273	307	112	327	323	99	439	468	106	437	580	133
Meat Ind.	738	671	91	782	758	97	1012	964	953	1261	1388	110
Milk Ind.	689	734	106	876	1011	115	1074	1187	111	1112	1105	99
Milling Products	345	415	120	311	676	217	500	632	126	637	775	122
Bread Ind.	494	543	110	795	844	106	1210	1141	94	1458	1336	92
Manufacture Ind.	508	418	82	641	622	97	702	786	112	972	1085	112
Textile Ind.	327	470	144	447	391	87	446	368	83	707	515	73
Footwear Ind.	316	337	107	534	344	104	551	491	89	665	706	106
Leather Ind.	561	527	94	733	816	111	667	633	95	828	872	105
Furniture Ind.	497	719	145	551	734	133	735	758	103	786	864	110
Paper and carton Prod.	452	703	156	534	751	141	659	1165	177	1056	1935	183
Wood Ind.	412	452	110	459	469	102	459	609	133	667	623	94
Polygraphy	621	746	120	758	939	124	877	1026	117	1284	1758	137
Chemical Prod.	819	757	92	790	895	113	784	874	111	1086	1385	128
Metal Prod.	307	358	117	406	539	133	621	736	119	648	882	136
Household Service	249	385	155	417	556	133	385	638	166	503	869	173
Machines Construction	355	512	144	487	707	145	662	850	128	768	1092	142
Energy	573	611	107	666	1116	168	852	1008	118	1402	1503	107
Construction	468	532	114	546	723	132	700	808	115	740	990	134
Car Service	277	245	88	276	265	96	336	334	99	387	426	110
Retail Commerce	249	356	143	278	454	163	383	502	131	503	518	103
Wholesale Commerce	340	345	101	262	306	117	398	443	111	723	883	122
Restaurants and Hotels	290	340	117	297	580	195	380	433	114	622	768	123
Rail Transport	387	462	119	620	734	118	715	896	125	936	1131	121
Passengers Transport	306	357	117	348	481	138	438	558	127	599	680	114
Cargo Transport	356	372	104	405	448	111	488	556	114	581	614	105
Air Transport	806	1241	154	996	1408	141	820	1051	128	1664	2310	139
Communication	538	685	127	986	1279	130	759	1117	147	1299	2006	154
Finance	1335	1772	133	1849	2048	111	2363	2559	108	1934	2359	122
Insurance	340	433	127	493	507	103	482	895	185	1157	1820	157